

ANNOUNCING NEXT TDU CONVENTION
October 25 - 27, 1991—St. Louis

Anheuser-Busch
Teamsters reject contract
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Tank Line News
It's contract time in South
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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Feb. 1991 #102

Yellow Freight: 'Separate Vote, Separate Contract'

Teamsters Must Reject Blackmail

Yellow Freight is blackmailing the Teamsters union while working hard to win the hearts and minds of its 25,000 Teamster employees. With newsletters, meetings, cassette tapes, an 800-number and more, management is spending millions of dollars on a program to convince its employees that they have more in common with Yellow management than with union members at other freight carriers.

They are out to break up the National Master Freight Agreement (NMFA), which covers 170,000 Teamsters and sets the pattern for hundreds of thousands more. The NMFA expires March 31 and bargaining for it began in December.

Many Yellow employees are listening to the corporation. They are hearing nothing from the International union, and appreciate the "concern" management is showing. This is a

natural human response, and management is schooled to play on that. But it is a replay of corporate strategy used by UPS last year, which sold a contract to the rank and file while our IBT officials took a powder.

The Blackmail

While Yellow is working on the employees, it is threatening the union at the bargaining table. It has informed the IBT leadership that if Yellow Freight doesn't get a separate deal, it will open up a short-haul carrier system on a non-union basis. In other words, it will open up a Con-Way-style operation.

Yellow also wants a substandard agreement for the proposed short-haul network it plans to start up. In return, the blackmail goes, the union would gain thousands of new members at the short-haul carriers.

Yellow Freight calls this "bargaining." We call it "blackmail." The IBT needs to know how to deal with a blackmailer, and it's not by giving in. That only invites more blackmail. Again the UPS example is important. By agreeing to a flexible and growing part-time workforce, the union brought in thousands of dues-payers, but undermined the strength of the union.

The IBT, and Freight Director R.V. Durham in particular, need to tell Yellow that we will stand united in one NMFA, and will insist that any and all subsidiaries they may open be unionized, with no sweetheart deals.

Why the Secrecy?

Durham should begin by communicating with Yellow employees and all freight Teamsters. TDU will continue to provide information to all freight Teamsters to provide a voice to

counter that of management. But the members need to hear from our union leadership.

Yellow management is openly bragging that Durham will conduct a separate vote of Yellow Teamsters. For example, their employee newsletter in the Northwest in December stated, "Eligible employees will have the opportunity to vote on the Yellow Freight contract. This ballot will be sent to the homes of eligible voting members ... there is a possibility that the IBT may also ask (Yellow) employees to vote on the 'multi-employer agreement.'"

Is Yellow Freight management making this crap up? Since when does management tell our union how to conduct a vote? It's time for Durham to reply to this split-off move.

Bargaining Breaks Off

In early January the IBT suspended talks with Yellow, to allow the NMFA talks with Trucking Management Inc. (TMI) to get further along and set a pattern. If a strong settlement is achieved with TMI, Yellow will have little choice but to sign on, as then any possible strike action would target only them, with CF, Roadway and other carriers already under contract.

A Teamster Fairy Tale

In early 1991 we will be able to elect all our delegates to the IBT Convention, and later in 1991 we will for the first-time ever elect our IBT president and other top officers by rank and file vote.

This means that from now on, we are automatically guaranteed these rights, and also the right to approve or disapprove our contracts by majority rule. These rights were just handed over to us. No one has to worry about them, because they will always be there for us.

The True Story

Fairy tales are nice, but the truth is we won these rights because some Teamsters fought long and hard for them. TDU was formed in 1976 to fight for our rights, and has grown every year through that effort.

Our rights will exist only on paper unless we, the working Teamsters, make them real by getting involved in the process. And worse, our rights can be taken away from us unless we keep our movement growing.

If you care about your rights, and your union, you can do your part by joining TDU today. TDU is the non-profit, non-corruptible organization of Teamsters dedicated to winning and protecting our rights.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local Union # _____
(please print)

Address _____

City _____ State or Province _____ Zip _____

Phone () _____ Company _____
City Road Dock Clerical Warehouse Construction Production
Other _____

Optional: Spouse's name _____

☐ \$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

☐ \$75 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 for spouses; retirees; & Teamsters who gross less than \$12,000 a year.

Check or money order ☐ Cash ☐

Mastercard/Visa: # _____ Exp. date _____ / _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

POOR GEORGE



Why Is George Vitale Crying?
See pages 4 and 10.

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.

UNION SOLIDARITY

Unions Battle N.Y. 'Scabloid'

Nine of 10 unions representing about 2,500 workers at the New York *Daily News* went on strike Oct. 25. Owned by the Chicago-based Tribune Company, the *Daily News* had been prepared to crush the unions since bargaining began early in the year. The company demanded huge concessions, including the virtual elimination of work rules and staffing requirements—the heart of craft union contracts for decades. All 10 unions at the *Daily News* had feared that the company would use a strike as an excuse to close the paper—which has been losing money for years—without having to pay severance to its workers.

Many expected the company to declare an impasse and lock out the unions in midsummer. But rather than use a strike as a pretext to close, management began operating with scabs to try to break the unions. The company paid scabs to stay in motels for weeks before the strike began, and installed video cameras on many of the buses, vans and cars used to transport them. It hired hordes of security guards to patrol its plants and guard delivery trucks.

The Tribune Company used this same strategy to break the unions at the *Chicago Tribune* in 1985, but in New York the company may face a greater challenge. Initially, solidarity was shaky among members of the Newspaper Guild. As many as 100 to 150 of the Guild's 750 members—many photographers, sports and features writers—were scabbing. But as the strike has dragged on, many of them—including some locally famous reporters—have come back out on strike, saying they couldn't live with their consciences.

Although the company has managed to produce the paper with scab labor, its circulation and advertising have been badly hurt. It is difficult to find copies of the *Daily News* in many parts of the metro area. Most newsstands refuse to handle it. Even *News* executives have been quoted anonymously as saying that circulation is only 50% to 60% of the normal



press run. By the second week of the strike, the company was giving away tens of thousands of copies free to hold onto advertising. But this hasn't worked. Nearly all the *Daily News*' bread-and-butter clients have pulled out. Sources close to the unions estimate that the *News* may be losing as much as \$5 million a week.

Meanwhile, unions and working people have rallied in support of the strikers. Nine unions, including the Teamsters, announced on Nov. 5 that they would guarantee a \$2 million loan to the printing trades strike fund. New York Teamster locals and Joint Council 16 have been providing sup-

port. A crowd of 15,000 rallied on Nov. 1 in front of the *News*' main office in Manhattan. Speakers called for a boycott of the paper, its advertisers, and of the newsstands which sell it.

Like Pittston, Eastern and Greyhound, the *Daily News* strike has become a rallying cause of unionists and labor activists around the country. Many fear that if management can bust its unions in New York City, one of the few American cities that can still claim to be a "union town," then the position of union members nationwide will be weakened.

(Based on excerpts from articles appearing in *Labor Notes*.)



ter a sense of direction. We have all missed Bob very much this past year and we pray for his recovery. We are sure that if TDU gave out an Oscar for Best Supporting Teamster, there would be one with the name of Robert J. Ellerman on it.

The steering committee of the Southern California TDU Chapter would like to recognize a member of our chapter who is seriously ill, for his efforts in TDU and the labor movement: Bob Ellerman, a Local 208 Yellow Freight driver from Whittier. Bob and his wife, Wanda, are founding members of TDU and of our Southern California chapter. Bob is loyal, generous and has a keen analytical mind. He is always very supportive and has given this chap-

—Southern California TDU Chapter

TDU International Steering Committee

Co-Chairs:

Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich. Local 486
Diana Kilmury, Vancouver, B.C., Local 155
Michael Sawwoir, Kansas City, Mo., Local 41

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Rick Smith, Atlanta Local 728
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Alternates:

J. Anthony Smith, Washington, D.C., Local 639
Bilal Chaka, Long Beach, Calif., Local 692
Rudy Hernandez, Oakland, Calif., Local 853

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How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 700, Washington, D.C., 20036. (202) 785-3707.

N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 852-9230.

Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1990 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

IBT Officers Hide Behind Lies

An unsigned and expensive piece of smear literature has appeared in many locals, attacking the independent reform candidate, Ron Carey. It is the so-called "Teamster Election News." There is a reason it's unsigned. It's nothing but the Big Lie campaign.

Why, then, does it appear in print? Because our International union officials cannot run on their record: failures in organizing, in bargaining and in dealing with corruption. They cannot run on the truth about their fat pensions and your inadequate one, or the truth about their millionaire salaries and jet planes that you pay for. So they have to try to lie to you, and insult your intelligence.

The slick "Teamster Election News" claims that Carey is involved in corruption. Check the facts:

Ron Carey has never been charged with any crime, and is not under investigation by any agency, nor has he been in 23 years as a Teamster leader. Although Teamster Investigations Officer Charles Carberry has investigated dozens of locals in the New York area, Local 804 is not one of them, because of Carey's clean record and leadership. The "charges" listed about Ron Carey on page 3 of the bogus publication are completely



RICHARD LEEBOVE, professional smear artist who wrote, published and profits from the "Teamster Election News." Leebove's long and shady career is well documented. Leebove published Jackie Presser's "BLAST" newspaper. He had formerly been connected with extremist Lyndon LaRouche and the "U.S. Labor Party," which the AFL-CIO News called "one of the most reactionary groups in the country."

Leebove's Other Big Lie ...

'Employer Contributions' Fund TDU?

"Hundreds of thousands of dollars in employer-linked contributions appear to be flowing into the Ron Carey campaign for General President of the Teamsters, in direct violation of the election rules approved by Federal Judge David Edelstein."

—Richard Leebove, page 4 of the bogus "Teamster Election News."

Leebove's long-standing charge, made word-for-word years ago in his "BLAST" newspaper, is that TDU is "employer-funded." Now he adds that since TDU has endorsed Ron Carey for Teamster president, Carey must be "employer-funded."

Leebove knows it's a lie. In 1981 he demanded a "Labor Department

fabricated. No such charges exist.

Carey's career as president of Local 804 has been marked by integrity, honesty and a commitment to speak out on behalf of the rank and file. That's why those in power are making up lies about Ron now. And that's why the smear sheets are anonymous: if they were truthful, why wouldn't any IBT officials put their names to them?

Don't just take our word for it. Read the book, "The Teamsters," by Steven Brill, including the chapter on Ron Carey. Contact the Investigations Officer to find out if any charges are pending or contemplated regarding Carey. Better yet, if you get a chance, ask any rank and file members of Local 804. Check the facts, think for yourself, and judge accordingly. Ron Carey will earn your support.

The "Teamster Election News" is written and published by one Richard Leebove. Teamster officials who distribute this bogus sheet write large checks out to him (30 cents to 50 cents for each copy, depending on volume). Just who is this man that certain IBT

Watch for 'Big Lie II'

A second piece of smear literature appeared in early January, produced by Richard Leebove. This one attacks Jackie Presser and attempts to link Ron Carey to Presser!

The Leebove flyer (unsigned, of course) refers to "the notorious Presser," and claims that since Carey was recorded in the 1986 vote on Presser as "absent" (he walked out) and that since other Local 804 delegates voted for Presser, therefore Carey was a Presser supporter.

Nothing could be further from the truth. Carey stood up to Presser's sell-out national UPS contracts, and spoke out for the members. He refused to join the 98% of officers who voted for Presser. Sam Theodus, the president of Cleveland Local 407 who ran against Presser in 1986, is now backing the Carey campaign.

Is there no limit to what these people expect us to believe? Now they are anti-Presser? Leebove worked for Presser, directing "BLAST." Durham was a Presser appointee for IBT trustee. Mathis was Presser's hand-picked successor. The members must show them we are smarter than they think.

investigation" and got laughed at. TDU has been carefully scrutinized by investigative reporters, audited by the IRS, and examined by well-paid Teamster attorneys. Yet no one has found a shred of evidence for the Big Lie that Leebove has invented.

There is another sure-fire test. Teamster officials just have to file an election protest with Election Officer Michael Holland, who enforces the Election Rules. Any employer contribution to any candidate is a violation of the rules and the law.

The only hope of Leebove and his masters is that a certain number of members will believe the lie if they can spread it enough.

officials want you to put your faith in?

- Leebove was a candidate for Attorney General of Illinois on the Lyndon LaRouche ticket. LaRouche is now in federal prison. He was twice arrested for activities connected with LaRouche.

- Leebove has been subject to quite a bit of investigation. You can read about him in the book, "Lyndon LaRouche and the New American Fascism," by Dennis King. You can read about him in the syndicated columns of Mike Royko. You will find out he faked his journalism credentials. He is a professional hired smear artist, who after LaRouche's "Labor Beacon" went bust, was hired by certain mob-connected Teamster officials. The AFL-CIO News ran a three-part series of articles to expose Leebove's "Labor Beacon" as a fraud.

- Leebove published Jackie Presser's "BLAST" newspaper, which printed lies about Teamster reformers in the early 1980s until an investigation by the President's Commission on Organized Crime and a court injunction and damage

Leebove Forges Union Label on Smear Lit

Smear artist Richard Leebove over the years has produced a number of forgeries, dealing with TDU finances, fake letters, etc. Now he is forging a union label on his literature.

The "union bug" on both the misnamed "Teamster Election News" and his unsigned "Part II" has no number on it. All union bugs have such a number, the Allied Trades Printing Council confirmed for *Convoy Dispatch*.

While Running Mates, Son Distribute It ...

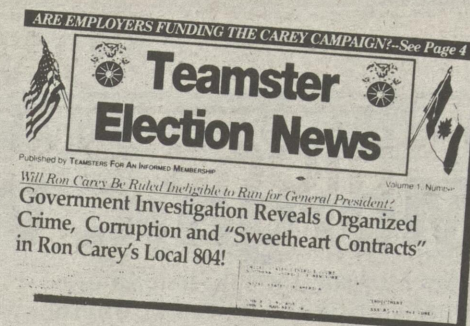
R.V. Durham Denounces Leebove's Smear Sheet

In an interview with *Convoy Dispatch* on Jan. 2, R.V. Durham denounced the "Teamster Election News" published by smear-artist Richard Leebove. "Our slate has nothing to do with that garbage," Durham stated. "We will have nothing to do with it and will not campaign in that fashion."

When presented with the fact that McCarthy's BA in Boston, Frank Hackett, who is on the Durham-Mathis slate, is openly distributing the bogus material, Durham replied, "I was not aware that Frank distributed that stuff. We will not be running that kind of campaign."

Meanwhile, many officials backing Durham are busy passing out the material that Durham calls "garbage." Not only running-mate Hackett, but likely running-mate Larry Parker, president of Orlando, Fla., Local 385, is known to be personally distributing it. And perhaps R.V. should get control of his own family, as R.V. (Ralph) Durham Jr., a BA in Charlotte, N.C., Local 71, is passing it out, too!

It's "All in the Family" in North Carolina. Ralph Jr. also got Local 71



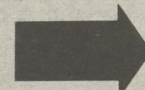
Why don't top IBT officials sign this slick attack? Because they know it's a lie. Why do they hide behind smear campaigns? Because they have no positive program.

suit put it out of business.

Why do top IBT officials and their supporters hide behind unsigned lies? Because they are afraid. They are afraid of Ron Carey, the Teamster leader with the guts, intelligence, and platform that can bring a dynamic new force to our union. But even more, they are afraid of you, the Teamster member. They are afraid you will learn the issues, check the facts, and use your power to vote.

They hide behind anonymous lies, hoping you will become disgusted with the democratic process. Prove them wrong. Get informed and get involved in rebuilding our union. The future belongs to the Teamster membership.

ANOTHER
LEEBOVE
FORGERY



The council has the Leebove literature and will attempt to take action on what the secretary-treasurer told us is a "pirated union label."

This is the only literature the Durham-Mathis forces have going for them.

President Conrad Sides' grandson to stuff lockers at UPS with the "garbage." Sides has no positive program of his own, so he's adopted the platform of the real reform slate in Charlotte. Meanwhile, he's covering his bases by seeing that the smear sheet gets distributed.

Sorry, Conrad ... Louisville, Ky., Local 89's Norman Hug, the recently appointed successor to retired president Marion Winstead, takes the cake for deceitfulness. Just days before the nominations meetings a late-model van loaded with four or five people cruised the massive parking lots at the UPS air and ground hubs and put thousands of copies of the smear sheet on windshields. The van was traced to National Car Rental. The renter of the van was traced, too: Doug Borders, a former UPS business agent and loyal buddy of the executive board.

As Louisville TDUR Vince Meredith said, "If they feel what they are doing is right, why do they have to sneak around in a rented van? They all drive nice cars!"

R.V., it's hard to soar like an eagle when you're in with a flock of turkeys.

ELECTION, LEGAL NEWS

Who Will Lead the Southern Conference?

Morgan, Watson Bite the Dust in South

Joe Morgan, the longtime International VP and director of the Southern Conference of Teamsters, has been forced into retirement. He claims he just decided to retire, and it's only a coincidence that it came one month after Investigations Officer Charles Carberry took his deposition. But actually he stepped out to avoid charges coming down on him.

Luther Watson, president of Nashville Local 480 and Joint Council 87 (Tennessee, Alabama and Mississippi), has been ruled ineligible to serve as a convention delegate and also is headed for retirement to avoid charges. Both plan to slip out before charges come down from Teamster Investigations Officer Charles Carberry.

As first revealed in *Convoy Dispatch*, both Morgan and Watson illegally bagged huge pensions (Morgan alone took \$1 million) from the Southern Conference while retaining

office and multiple salaries. Both tried to claim this was OK because they put the money into their IRAs. Then Watson, in a hearing before Judge Lacey on Jan. 2, cried that he was just a victim of bad legal advice. The next day Lacey ruled him ineligible to serve as a delegate to the IBT Convention and ordered his name off the ballot in Local 480.

IBT Southern Leadership

The Southern Conference leadership is in chaos. Look at the situation: **Joe Morgan Sr.** (director): Forced into retirement in December in double-dipping scam.

Luther Watson (JC 87 president, IBT rep): Being forced into retirement in same deal. Just ruled ineligible to run for delegate.

Jerry Cook (new chair of conference, president of Local 528): Under investigation by Carberry.

Weldon Mathis & Sons: Already run out of Georgia by the members in supervised election in May 1990.

Don West & Son (Alabama Local 612 president): West Sr. is expected to retire as International VP rather than face the rank and file election in the conference that he cannot possibly win.

Bobby Logan (Chattanooga Local 515 president): Just defeated in two attempts to raise members' dues to astronomical level (see page 14); laid off most of union staff in retaliation. Not likely to survive politically in his own local.

Tony Cannestro Sr. (Miami Local 769 president): Just charged by Carberry and now awaits hearing by Judge Lacey.

Chuckie O'Brien (International rep): Awaits decision from Judge Lacey on corruption charges that will likely lead to his removal from our union.

Although there is no shortage of remaining officials around waiting to gather in more salaries, the sorry situation is summed up by this list, and their friends who surround them.

Who Will Lead in the South?

The South is an important region for our union, and for the labor movement as a whole. Many jobs have moved South. The 1990 census shifts

more political clout there. Presently with just 110,000 Teamster members, the region represents enormous potential growth, so the question of Southern leadership for our union is vital to the future of the Teamsters union.

Doug Mims, vice president of Georgia Local 728, is now an accredited candidate for International VP from the South. He, and other dynamic new leaders that will come forward, represent one direction. Some amalgam of the old guard, some shuffling of the remaining old clique, will represent continuing the same direction.

Thanks to the Right to Vote, the membership in the South will have the last word on which direction we go, and whether or not that vast potential is tapped for dynamic unionism or just used to enrich what's left of the clique.

IT'S UP TO YOU! VOTE

Elections for delegates to the 1991 Teamster Convention are taking place in all locals. Don't throw away this opportunity to make history.

Elect Reform Delegates

More Durham-Mathis Backers Kicked Out

Yager, Cozza Expelled for Mob Ties

International Vice President Teddy Cozza of Pittsburgh was removed from all Teamster positions, expelled from the union, and barred from receiving any compensation by Judge Lacey, in a Jan. 4 decision. Cozza was found guilty of knowingly dealing with organized crime leaders.

Yager, Vitale, Cozza

Cozza is the third member of the General Executive Board to be removed within a one-month period. Jack Yager was barred by Lacey from holding a vice presidential position. In a 39-page decision, Lacey found that Yager's entire career rise in the IBT was tied to Roy Williams and the mob. He found that to allow Yager on the GEB would further organized crime influence in the IBT.

Yager had just been appointed to the board by President William McCarthy, who is under investigation for awarding the bid for the printing of the *International Teamster* to his son-in-law.

George Vitale of Detroit also was removed for embezzlement and employer payoffs (see story below). Yager, Vitale and Cozza are all backers, and associates of the Durham-Mathis "Unity" ticket, so perhaps the "Unity" they are talking about means "Married to the Mob."

Lacey found that Cozza in fact rose to power in the International with the help of mobster Gabriel Mannerino, who met with Frank Fitzsimmons on Cozza's behalf just before Cozza rose to the International. He relied on extensive FBI testimony, such as a video tape showing Cozza kissing a mob leader at the funeral of another mob leader.

Cozza admitted regularly meeting with the mob leaders, but claimed he had a right to associate with whomever he pleased.

Note: TDU will make available Judge Lacey's decisions regarding Yager, Cozza and Vitale. Because each is more than 30 pages, requests for any copy should include a donation.

Durham-Mathis Slate Loses Another One ...

Vitale Guilty—Removed From Office

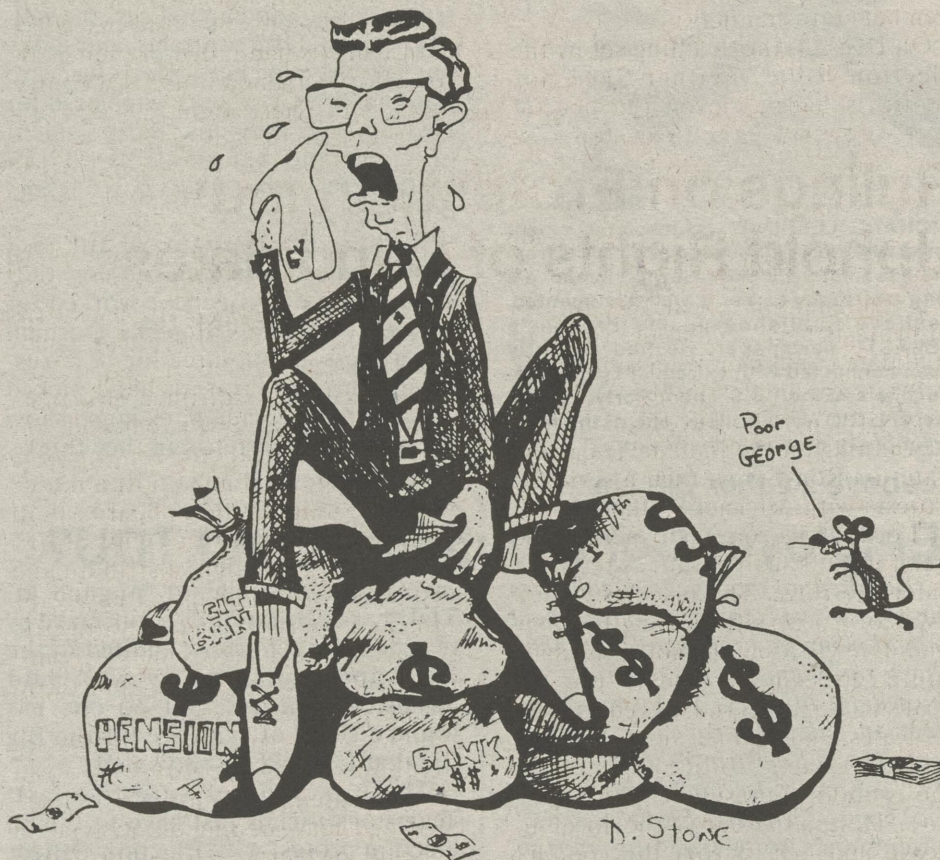
The Durham-Mathis Slate for IBT office was dealt another blow on Dec. 20 when Judge Frederick Lacey found George Vitale guilty on five separate counts, and ordered him removed from office and from Teamster membership for five years. Vitale is the IBT vice president from Michigan, and has stated that he is on the Durham-Mathis "Unity" slate.

Lacey found Vitale guilty of the following:

- Embezzling \$10,116 from Local 283 through a pattern of double payments.
- Attempting to embezzle a Lincoln

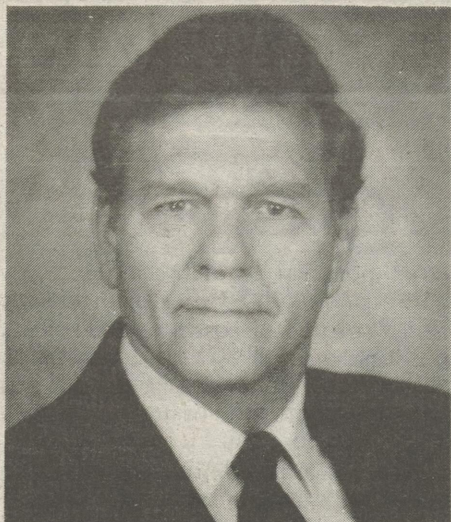
- Town Car from Local 283 in 1989.
- Embezzling Local 283 funds, based on a prior conviction.
- Taking payoffs from a Local 283 employer, based on a prior conviction.
- Filing false and misleading LM-2 financial reports.

R.V. Durham, the "front man" for McCarthy, Mathis and the rest, claims he is Mr. Clean. But now three of his running mates have been removed by Lacey for corruption—Vitale, Jack Yager and Teddy Cozza (see this page). Vitale holds onto office for a few more weeks pending an appeal.



International VP Fears Poverty

George Vitale, International vice president from Detroit, pleaded for mercy with Judge Frederick Lacey to let him stay in office to boost one of his four (4) pensions an additional \$400,000. Lacey was unmoved by the performance. He found Vitale guilty on five counts and removed him from the union. (See articles page 10 and this page.)



SAM THEODIS in December was elected once again as president of Cleveland Local 407. Theodis, first elected a BA in 1972, campaigned in 1986 for the Right to Vote as he was nominated for General President against Jackie Presser at the IBT Convention. He now supports the Ron Carey Slate.

Rank and File Collect 51,000 Signatures in Just 4 Weeks

Ron Carey Slate Accredited

Bob Machado
TDU organizer—Detroit

One national slate has emerged as the front-runner in the struggle to bring democracy to the Teamsters union. On Dec. 14, the Ron Carey Slate delivered more than 51,000 signatures to Election Officer Michael Holland, making them the only slate to gain accreditation in the first-ever election for International leadership of our union.

The Ron Carey leadership team has earned itself 3—1/4 pages in the February *International Teamster*, buttressed by the candidacies of Tom Sever (Local 30 president) for General Secretary-Treasurer, Mario Perrucci (Local 177 secretary-

treasurer) and Diana Kilmury for International vice presidents, and Doug Mims (Local 728 vice president) for Southern Conference vice president.

Other slates of candidates for top office failed to attain the needed 39,000 signatures to become accredited. Walter Shea and Dan Ligurotis circulated petitions throughout the country but were unable to generate enough rank and file support to pass the test (see related article). The R.V. Durham—Weldon Mathis slate was strangely absent during this stage of the campaign, apparently doing an end run around the rank and file in order to devote their energies to the Teamster bureaucracy. At a campaign fundraiser (for officials only) in San Francisco recently, Mathis stated that their only hope to reach the members was by lining up local officials to campaign for them.

For the Ron Carey Slate to gain access to the pages of the *International Teamster* provides a tremendous boost to their campaign. Unlike the millionaire candidates, the Carey slate must rely solely on the voluntary contributions of the rank and file. The chance to reach all 1.6 million Teamsters through the magazine with their message of union democracy and reform represents a golden opportunity.

"A lot of people didn't think we could do it," said a triumphant Rick Blaylock of the Committee to Elect Ron Carey. "But we did. This summer when we petitioned the first time we had eight weeks. This time we had only

four weeks to come up with the signatures. We were still able to do it because we had a tremendous increase in the number of active campaigners. Every time we've needed them the rank and file have responded magnificently to the challenge. It just goes to show you how much support for change there is out there."

While the members of the Carey slate are the only unionwide candidates accredited, three more regional candidates gained enough signatures to for accreditation. Five candidates for Conference VP have now been accredited in addition to the Carey slate. In addition to Johnny Morris (Eastern Conference) and T.C. Stone (Southern) who qualified this summer, Larry Brennan (Central), Robert Cummins (Southern) and Joe Trerotola (Eastern) managed to attain enough signatures to earn a half-page each in next month's magazine.

The Carey forces are now turning their attention to the races for delegates to the June IBT Convention. In order to be put on the ballot for the December 1991 referendum election, a candidate must receive the secret ballot vote of 5% of the delegates elected to the convention. With hundreds of pro-Carey Teamsters running in local delegate elections, the reform slate should have little difficulty gaining ballot access. Come December 1991, every rank and file Teamster in North America will have a historic opportunity to finally clean up our union by putting a big check mark beside the Ron Carey Slate.

They Can't Find 39,000 Business Agents

Shea, Ligurotis Fail in Bid to Become Accredited Candidates

International VPs Walter Shea and Dan Ligurotis each failed in their petition drive among Teamster members, and thus did not become accredited candidates for IBT president and secretary-treasurer, respectively. It was not for a lack of trying. Shea mailed an appeal and petitions to every Teamster local president or secretary-treasurer, and friendly officials did what they could. Ligurotis dispatched his BAs out on the road to collect signatures. In St. Louis, petitioners for Ligurotis outside the UPS facility claimed he was on the Ron Carey Slate, an attempt to trick members into signing!

On Dec. 14, the deadline set by the Election Rules, neither Shea nor Ligurotis had achieved the needed 2.5% support of the Teamster rank

and file. Although Shea and Ligurotis can still attempt to be nominated at the IBT Convention in June, the petition failure is a blow to their credibility.

Shea, who bagged \$230,935 from the IBT treasury last year (including \$64,667 for his personal legal bills) and Ligurotis (who used multiple salaries to bag \$674,164 last year, including \$135,167 for his personal legal bills), certainly have the resources, the connections, and the influence over officials. But they could not get the support that the Ron Carey Slate got, in getting five candidates accredited.

One Teamster, when told that Shea and Ligurotis had failed in their petition effort, summed it up: "Of course they failed. There aren't 39,000 business agents in the union."

Rulings on Protests in Indy Uphold Rights of Candidates

In Indianapolis Local 135, rulings on protests have upheld the rights of candidates under the Election Rules. Delegate candidates Bobby Andrews, Gary Gregory and Bill Runyon, who are running on the Indiana Teamsters Slate for Ron Carey, filed a series of protests with Michael Holland based on Local 135's refusal to permit the use of its bulk mail permit as required under the rules. The protests were a result of Local 135 refusing to allow candidates to view the collective bargaining agreements and to use the local's bulk mail permit as required by the Rules; and also because of the intimidation tactics of a shop steward who is on local president John Neal's slate. Holland ordered the local to "cease and desist from the conduct described herein and any similar violations of the right of IBT members under the Rules." Holland penalized the local for showing "a consistent pattern of contempt for the Rules and the rights of IBT members, that the Rules are intended to protect" by ordering the local to provide a free bulk-

rate mailing of the reform slate's literature to all 16,500 union members. Neal appealed the ruling to Judge Lacey, who affirmed Holland's ruling and added extra remedies, including: the local must prepare a worksite list; Neal must post a notice on all the union bulletin boards at all worksites explaining the rights of IBT members to campaign, distribute and post literature, and use the local's bulk mail permit; and steward Jim Long and the local executive board must pay the costs of the appeal, including attorney's fees.

In a separate protest, reform slate members Gary Gregory and John Kirby challenged a notice from CF banning "campaigning of any type on company property." Holland ruled in favor of the delegate candidates, stating that "IBT members employed by Consolidated Freightways have the right to engage in campaign activities in non-work areas during non-work time." The ruling also reaffirmed the right to post campaign material on general-purpose bulletin boards.

Home of Secretary-Treasurer Candidate Tom Sever

Candidate Carey Addresses Local 30 Membership Meeting

Helen Novak
Local 30, UPS feeder driver
Jeannette, Pa.

At the Jeannette, Pa., Local 30 monthly meeting in December, our special guest was Ron Carey. There was a large turnout from Teamsters who took time out of their busy schedules to be there, even with the holidays upon us.

Our president, Tom Sever, opened the meeting. After the nominations for our local's delegates, we proceeded directly with the introductions for Brother Carey. Everyone was very eager to hear him and the crowded hall came to a hush as Ron began to speak.

Ron spoke very energetically about bringing back the honest leadership we need, helping all locals get strong again, and pushing forward on getting all Teamsters the pensions they need. The members of Local 30 have stood behind Ron Carey since day one. Tom Sever is on Ron's slate as a candidate for General Secretary-Treasurer, which is something everyone in Western Pennsylvania is very proud of.

After a question-and-answer period, Ron spent the rest of his time here getting to know the Teamsters who will stand behind him in his long journey to the top of the IBT. We would like to thank Ron for his visit with us and to wish him the best in the future.

Carey Campaign Keeps Logging Miles

Ron Carey continues to pile up the frequent flyer points as he makes his weekend campaign stops after his weekly union duties at Local 804. Carey logged successful return trips to Nashville and Detroit on Jan. 5 and 6, speaking to more than 400 Teamsters. In both cities reform slates are making serious bids for delegate spots.

In Detroit, Ron was joined by Diana Kilmury of Local 155, Vancouver,

B.C., an at-large IBT vice-presidential candidate on the Carey slate. Kilmury's amendment for an ethical practices committee in our union was hooted down by officers at the 1981 IBT Convention.

Carey's itinerary through January and into February includes return trips to North Carolina, Minneapolis and Indianapolis; and for first visits to Miami and Binghamton, N.Y.

FREIGHT NEWS

'They've Got Everything Already'

Freight Employers' Demands Light

The national-level demands of the freight employers represented by Trucking Management Inc. (TMI) have little substance, putting the ball squarely in the union court to win back what we've lost and to gain new protections. The TMI demands on the table are the lightest in history, with only eight listed in their proposal that are of any substance.

"They've got everything already but our wages and benefits, and they've eaten into those—it's time to win back what we've lost," one union negotiator told *Convoy Dispatch*. Most of the (few) TMI demands made at the national table are "throw-aways," put in to be traded off. The one demand they are making the most of is the introduction of low-paid, part-time dock workers, who would work four-hour shifts. The management negotiators are waving the UPS contract for this demand. However, we do not expect them to get this, as it would lead to a certain rank and file rejection.

Other TMI national demands include: "competitive equity," meaning

if one carrier gets relief, they all get it; no more dovetailing; eliminate all past practices; arbitration in all discharge cases (most members feel this would be a good idea!); end right to strike in Article 8 on nationally deadlocked grievances; end right to sympathy strikes; and changes in drug test language. Most of these demands have been made several times in the past by the employers and dropped at the table.

On monetary matters, the employers are indicating a UPS-style settlement is acceptable to them: 50¢-50¢-50¢ on wages, and 35¢-35¢-35¢ on benefits. The union is still holding out for the rank and file's demand for restoration of our cost-of-living clause.

It should be emphasized that in supplemental (regional) bargaining, going on at the same time as national bargaining, the employers are making a number of takeaway demands in work rules. Some of these include road drivers drop-and-hook at any time, and other breakdowns of classifications. Members will have to be on guard, and TDU will use our court-

won right to obtain and review all supplements prior to voting. Fortunately we do have majority rule on this contract, so Durham and Mathis cannot ram it down our throats the way they did in 1988.

Year of the Rank & File

1991 is the "Year of the Rank & File." Consider that we have majority rule, that Durham and Mathis will have to stand for a vote of the rank and file late in 1991, that we've given all we could (and more) to the employers in the 1980s, and that the shakeout in the industry is just about over, with the

passing of PIE in December.

It's time for us to take the offensive. Win back our cost-of-living clause, given away. Win back full time jobs, with the elimination of the language allowing permanent casuals. Win back job protections, and a new grievance procedure. And win pension improvements, in writing, that deliver 25-and-out and 30-and-out at greatly improved levels.

Best of all, we can win back union strength and union pride.

Note: TDU makes available copies of the TMI demands. Free to TDU members, others include donation.

Teamsters in Position to Win Job Protections Back in NMFA

Dominick Buscemi
Local 773, Preston Trucking
Allentown, Pa.

Many companies, and even some union business agents, are flashing a "then and now" list that shows how many companies were in business five or 10 years ago, and how many are still around. When the dust settles there may be only several huge trucking companies left. We have to plan to deal with this change in the industry.

Rather than seeing this list as a negative factor in our next contract talks, we should be looking at what it's really telling us—concessions don't save jobs. Most of the companies that went out of business were given concessions. In the words of one brother from PIE in Bath, Pa., "We thought we were buying our jobs with the 15% pay cut. We found out we were just renting them." Many of the protections in earlier contracts have also been weakened by concessions, such as the new entry rate, casuals, etc.

While it's true that the smaller companies can't compete with the Big Three and others, it's also true that these big companies are going to need more workers to handle the increase in business. The CDLs stricter requirements have placed a premium on the value of a professional driver's services. Perhaps, the most important factor in our favor is majority rule on the contract vote.

We can take advantage of the positive conditions to negotiate a contract that will make the negative changes less traumatic. If your company goes under, you shouldn't have to start over

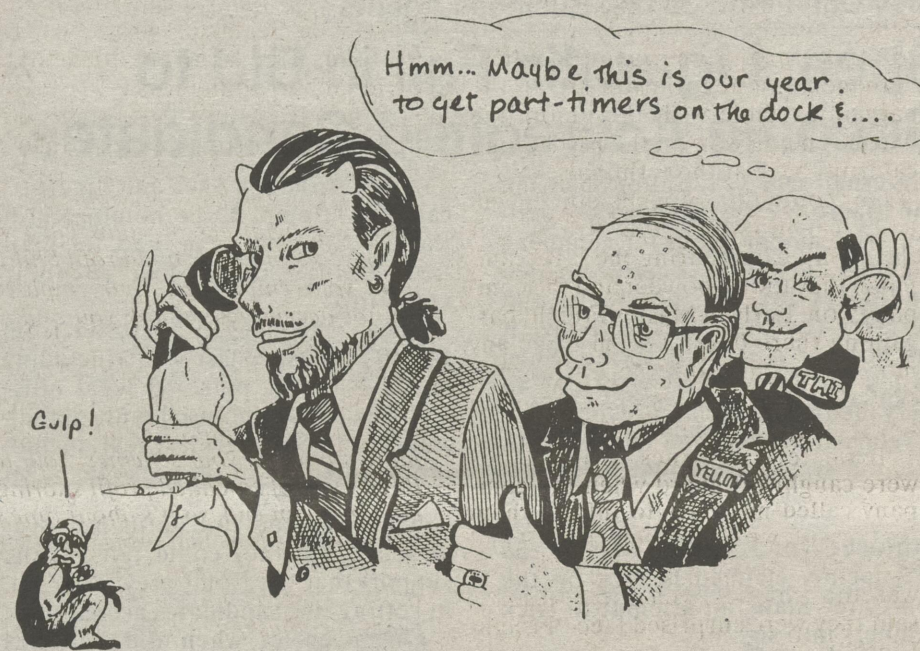
with another company at less than full rate, and you shouldn't have to bounce around as a casual (without benefits) for longer than 30 days. If you are close to retirement age, you should be able to retire with dignity after 25 or 30 years of service, at any age.

Most of the companies are way ahead of us as far as planning for the contract. They are trying to condition us to accept an even weaker NMFA by negotiating, as Yellow puts it, "... an NMFA tailored to fit Yellow's unique growth strategies—not a contract designed by our competitors, who are increasingly different from Yellow in their business strategy and employee relations."

Who's increasingly different here, Brothers and Sisters? Or should we ask, "What's increasingly different?" What's different is the way the companies are trying to change our lifestyle. In order to do that they must first change our attitudes, and that's where their worker participation programs fit in.

Trucking companies are in the business to make money. One way is by improving efficiency; another way is by lowering labor costs, and this is where they feel all is fair in love and war. If you think it's love, then there's no sense in reading any further.

We must be prepared to stay united in our demands to protect our working conditions and standard of living. If we don't move ahead in our next contract by making labor a fixed cost of doing business, then we'll be falling farther behind by accepting damaging concessions. There's no standing still.



Hello, R.V? This is Yellow Freight's negotiator... Tell ya what. You & Billy give us a separate contract & a little break at our new regional carriers, & you'll get 5,000 new union members out of the deal.

Profit Sharing? What Profits?

Hyman Laughs on Way to Bank

Bob Townsend
Local 120, Hyman Freightways
St. Paul, Minn.

For the greater part of the last 40 years, I have reaped the benefits of unionism, and for the past 25 years (with two short interruptions) as a Teamster. After years of watching the federal government and the media attack the Teamsters for corruption, while giving very little space to the TDU movement, I have an important question to ask: Why don't we all get together and attack the source of the problem—the corruptors?

Hyman Freightways of St. Paul, Minn., has been threatening its employees for years with "drastic action" if we don't agree to work for substandard wages and contract. With the cooperation of "our" union officials, the company forced a 10% giveback under the name of a profit-sharing program.

This so-called profit-sharing plan (actually, loss sharing) was to be put in effect conditional on a 75% majority vote of all employees systemwide, and was only to be put into effect if there was 100% participation systemwide. The vote was supervised by our union officials and we were told that it passed by the required margin. It was only recently that I found out that the whole Chicago Teamster branch refused to go along with such nonsense and have been getting their full pay all along. In as much as the 100% contingency wasn't met, I believe we have all the money that was withheld from our checks owed to us, with interest. For the company and union to disregard the full participation clause and then hide the fact from us was fraud in the most flagrant sense.

But even if this company had seen a

continued on page 14

Freight Companies Escalate on Psychological Front

Teamsters at Advance Say, 'No 12%!'

The freight companies owe a lot to pioneers in labor relations, like UPS management. By now they've all learned how to tap into the best qualities of human nature in order to squeeze out the most productivity or concessions from their workers.

UPS has many employee-participation groups: FOCUS, KORE and "Challenge of the '90s" are a few. Roadway has "The Quality Advantage"; Yellow Freight, "Game Plan for the '90s"; CF, "EXCEL"; and ABF, "Quality Improvement Teams." The names may change but the programs all have common denominators, to get us to ascribe to management's "mission" or "vision" by emphasizing teamwork and cooperation.

These programs have great usefulness by contract time, as the lines of communication are in place and ready to kick into high output. While management negotiators sit at the bargaining table with the union, the battle is being won on the psychological front back at the terminals.

Our top union officials don't seem to be catching onto this strategy, or they don't care. During the UPS campaign they took a powder and the company won. Early in Master Freight bargaining there doesn't seem to be any more of a union presence, information or education, except through a few local unions and TDU.

Teamsters at Jones Truck Lines were caught off guard when the company called meetings to inform them that a vote would be held Jan 19 and 20 on a 15% wage giveback. Where was the union? Even local officials said they were surprised (see "Freight Lines").

At Advance Transportation, Execu-

tive VP Richard Lindner sent a letter on Nov. 30 to all employees thanking them for their support of givebacks in previous years and warning, "Conditions in the industry really have not changed. ... There is no possible way Advance can do these things (purchase new equipment, facilities) while paying the higher wages ... and compete with the heavily discounted and non-union competition in the area."

Lindner continued that he had "seen 'No 12%' buttons being worn." Does this "indicate you do not want a profit sharing plan? If so, what do you suggest? ... I am very interested in how you feel about this."

Advance Teamsters have responded, filling a leadership vacuum in the union. "This in my book is a threat to the well being of my union," one Wisconsin Teamster wrote to TDU. "Sounds like a direct form of individual bargaining to me."

Other Teamsters at Advance wrote an Open Letter in response to Lindner, excerpted here:

Your harassment, intimidation and dishonest counting of votes gave you seven years of ESOP and Profit Sharing from your employees. Your employees do not accept your thank you and you are not welcome.

... According to you it will always be bad in the trucking industry as long as you can scare your employees to give more money for your schemes. Your last three years of so-called profit sharing is coming to an end, so it's about time for you to tell us how bad things are again. ... The way a CPA figures it out, with the money every employee gave for seven years, it comes out to approximately \$50 million. ...

You state that there is no possible way

Advance can compete with the heavy discounts the other trucking companies are giving. In case your little minions have failed to let you know, Advance gives their customers 20% to 60% discounts. ... The men wear No More 12% buttons because that is exactly what

they mean! ... The employees will get nothing back for the \$30,000 to \$40,000 each employee has paid into your pocket. You have asked your employees to discuss your schemes with their families and they have! The answer is NO! NO! NO! Enough is Enough!

Freight Lines

Early Freight Settlement?

Management and top IBT officials have set an early deadline for wrapping up freight negotiations, and it is even possible that a first tentative offer will go to the members in late February. Supplemental (regional) bargaining is proceeding at the same time as the national negotiations, and supplemental negotiators will be going to Washington to finish up in early February. All Eastern area supplements are going to bargain after the late January grievance committee meetings in Baltimore.

Union officers involved in supplemental negotiations report an employer stonewall on improving conditions, even on restoring conditions that have been given away in recent contracts. Supplemental negotiations are basically powerless, with no right to strike. All issues that are deadlocked go to R.V. Durham. The International has to back them up, or they end up lost.

Durham Sets Vote on 15% Giveback at Jones Truck Lines.

With two months left before the expiration of the NMFA, R.V. Durham is conducting a vote at Jones Truck Lines on a 15% wage giveback under Article 6. Jones had earlier declared it would bargain separately from TMI. Members were surprised to learn of this move on Jan. 11, with voting already scheduled for Jan. 19 and 20. Local union officials were caught off-guard as well. Elliot Burnside, company president, called meetings on Jan. 12 to address Memphis Teamsters. When asked how long Jones would stay open if the members voted No, he responded, "One month and a day." As *Convoy Dispatch* went to press, the only union presence these Teamsters were seeing was Durham's signature on a document stating that if the giveback goes through, Jones will sign the '91 NMFA. The question is, why allow the vote? What is the report from our high-paid union economists?

MADDness at Peru CF.

CF at the Peru, Ill., breakbulk routinely violates the light-duty language, and workers' comp law. The Nov. 20 discharge of road driver Jerald Edwards showed the usual lack of compassion, with a twist of irony.

Edwards had suffered a back injury in June while bobtailing and was pressured onto light duty at the end of October, though CF knew he was taking pain killers and muscle relaxers and had a 25-mile drive from home. On Nov. 19 Edwards was ordered to see CF's doctor in Chicago. By the time he reported for light duty late that night, he was tired and in pain from the long day and the prescriptions were making him very drowsy. Nothing was going on. CF just expected him to sit in the cafeteria. So Jerald decided to stretch out his back in a friend's car. Turns out management found him unavailable to do some busy-work. The next day Jerald's own doctor pulled him off light duty because his back was in severe spasm. But John McGrath had already discharged him for having been unavailable to hang the red ribbons on tractor grab bars for the Mothers Against Drunk Drivers (MADD) holiday campaign. Brother Edward's case deadlocked at the state panel and is to be heard at JAC in March.

U.S.-Mexico Free Trade, and Trucking.

Talks have begun between the United States and Mexico that could lead to an agreement on transportation before formal free-trade negotiations begin between the two countries. Currently each nation prohibits carriers from the other nation from operating on its highways. However, "both countries permit relatively free trucking operations in international commercial zones surrounding border cities," according to a U.S. International Trade Commission report. U.S. carriers, such as Roadway and Ryder, are allowed to service the *maquiladoras* owned by U.S. corporations. These factories have undercut the wages and conditions of UAW members in the U.S. and point to a problem to be faced by Teamsters. "Mexican drivers reportedly make \$5 per day, compared with U.S. wages of \$10 to \$15 per hour," according to the report. Negotiations could lead to an agreement that would eventually allow Mexican carriers to transport goods to a final U.S. destination. Our Teamsters union should be building ties now to Mexican drivers, opposing the free trade agreement and supporting independent, democratic unionization for drivers and other workers in Mexico.

Does Consolidated Freightways Have Problem in Its Rear Ends?

John G. Platt
Local 150, CF
Sacramento, Calif.

Consolidated Freightways' management apparently has a rear end problem and is not in any mood to discuss it. It appears as if management doesn't want anyone to know about it, especially the road drivers.

CF has incorporated a "cab controlled locking rear-end" system in its later model line equipment, which is designed by Rockwell. The system is an excellent addition for the line tractors because it provides the driver with the option to select a posi-traction setting for the differential from inside the cab.

The problem is that apparently upwards of 2,000 of these units are in operation with a manufacturing defect from Rockwell. The defect will cause the carriage bolts in the rear end to stretch and, when under torque, break. What happens when the carriage bolts break?

Shop management personnel have replied to this question with a dismissal of the problem. What has been pieced together from CF shops

around the country points to a potentially serious problem. The defect could cause one of the axles to break. The resulting loss of power on one side of the drive axle could cause a serious handling problem. The other result of defects would be that the rear axles would lock up—who could predict the result of this danger?

CF spent a good deal of money in December distributing a cassette tape to each road driver warning of the safety hazards we encounter in the winter, yet it did not see fit to advise the drivers of this equipment problem.

Who's to blame for the lack of communication about this problem? The primary blame should rest on CF management, but one should expect that. The failure of our International union to find out and communicate this problem to its membership is inexcusable. This is one of the primary functions of the union—to protect and inform its members. Maybe those in Washington are more concerned about the maintenance of their air force and don't have time to concern themselves with the safety of the membership.

All Eyes on Orlando

Rank & File Campaign to Win

The historic delegate election campaigns are in full swing. Nominations for this winter election period began the first weekend in December in some locals, so the results of those elections will be known by the time this *Convoy Dispatch* hits the street. The nominations period continues into February, with all elections to be finalized by the end of March.

Reform slates of rank and file Teamsters are running hard to win. They know this is our chance, and we've got to take hold of it. They deserve your support.

The lessons learned are numerous: how to organize a campaign, produce literature, express your viewpoints at union meetings and to members on the job. Democracy is flourishing and the experience members are getting from these campaigns will help build our union for years to come.

In most cases the rank and file are running against incumbent officers who have years of experience in elec-

tion campaigns. Yet we are holding our own. We have shown we are willing to work harder and longer because we're fueled by an ideal.

Several trends have surfaced among some "Old Guard" officers in their delegate elections. These trends are signs that no matter the outcome of the elections, we are winning.

'The Experienced Team'

These officers line up their credentials and "labor experience" as the reason members should elect them as delegates. They claim that the issues to be dealt with at the convention are beyond the scope and understanding of the rank and file. To identify an officer on the Experienced Team, ask him who he'll support for General President, and what reforms he'll support at the IBT Convention. Answer: "I'm keeping an open mind."

'The Born Again Reformers'

For years we've watched these officers, and so now must wonder if we're reading their lips correctly: You

are for the R-I-G-H-T T-O V-O-T-E and other reforms? Yes, so much so, in fact, that some of them are now running for IBT vice president! Ask them if they will vote to reform officers' salaries and pensions. Answer: "I'm looking into that. But you know \$100,000 ain't what it used to be."

'The Smear Campaigners'

The reform slates know they are winning and the Old Guard incumbents are on the defensive when the smear sheets appear. If you are a tired bureaucrat with nothing fresh to offer and you are falling desperately behind, you had better mix up some mud and spread it on the street. Of course, few of these officers will actually be seen passing the stuff out. To find out if they're responsible for it, just ask them. Answer: "We aren't running that kind of campaign."

Then look at the soles of their shoes.



John Franklin
Local 208, ITS (Santa Fe pig yard)
Los Angeles

THE 208 RON CAREY RANK & FILE SLATE is asking members to "elect delegates who will be free to vote for positive changes in our International union and dynamic new leadership." Other members of the slate are Bob Baker, Ernest Castaneda, Merrill Scott, John McTigue and Carlos Valdez.

Reformers Open Roy Williams' Local

Victory in Kansas City!

Michael Savvoir
Local 41, UPS
Kansas City, Mo.

The Carey/Teamsters for Reform Slate in Kansas City Local 41 celebrated a victory early in January. Victory was not in winning a majority of the eight delegates and two alternates to the upcoming IBT Convention, although we did win one of each. Victory was in taking on the old Roy

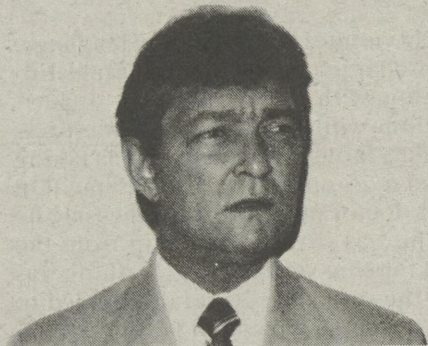
Williams political machine, inherited by Dan Johnson, and giving them a run for the money.

Victory was in overcoming a small army of political stooges that patronage politics has developed and entrenched over the last 30 years. Victory came in educating and informing the 6,500 members, most of whom knew nothing about the Right to Vote, the RICO settlement, or the delegate elections. Victory came as we watched members come together to assume a mantle of leadership in spite of the traditional factors of fear, intimidation and reprisal.

Victory was in watching local officials, who were heretofore diametrically opposed to our progressive reforms, adopt and espouse those reforms for their own political expediency. Victory came in knowing that ours was the first step in bringing significant change and true democracy to our local and International unions by promoting rank and file involvement and participation.

As the final ballots were counted on Jan. 2, Jones line haul driver Jim Buck and UPS delivery man Steve Steen emerged winners. Both Buck and Steen are chief stewards in their respective workplaces. Both have shown tremendous courage in taking on the incumbents. At the victory celebration attended by friends and supporters, delegate Buck assured us, "The only importance in us winning is your winning."

Rank and file Teamsters throughout North America can be certain "your winning" is directly related to your involvement. UAW founder Walter Reuther warned us "... labor had better take on the job of cleaning its own house ... because if we don't, the reactionaries will clean it for us ... and they won't use a broom, they'll use an axe."



See You in Orlando!

James Buck, delegate
Local 41, Jones Truck Lines
Kansas City, Mo.

Our entire Ron Carey/Teamsters for Reform Slate came together on nomination day. We were all looking for a common vehicle to restore honesty, democracy, and representation for every member in the IBT. This is our common goal. Ron Carey possesses the traits and leadership that will return this union to its members, and rid our great union of the self-serving officers installed by each other. Two people on our slate won, myself for delegate and a candidate for alternate, despite the fact that most of the candidates on our slate could not get time off to campaign. Considering the number of election violations that occurred and the slanderous, unsigned garbage that was distributed by our opponents, I believe you could safely say that we put a kink in their party plans.



MISSISSIPPI TEAMSTERS FOR RON CAREY. "We're 100% rank and file and we will work for the benefit of the rank and file." Delegates and alternates pictured: (l. to r.) Bill Autry, CF; Allen James, Roadway; Dave McElhancey, CF; Robert Whitley, UPS; John Frith, Roadway; Joe Mathews, UPS.



OAKLAND LOCAL 853 DELEGATE SLATE. Safeway warehouseman Rudy Hernandez (center) says: "We're committed to positive reforms in our union. I hope the members can see that, and that they'll get involved and make democracy work."

IBT Convention, June 24-28, Orlando, Fla.

Delegates Can Win Our Lost Rights

As we approach the historic IBT Convention, June 24-28 in Orlando, Fla., we need to understand what is at stake. Not only will this be the nominating convention to determine who is on the ballot for the membership vote on IBT officers, but it will also be a constitutional convention.

The entire IBT Constitution, from front to back, will be reviewed and can be amended. Reform forces are preparing positive proposals to restore membership rights and union strength.

But something else is happening. Because of the first-ever membership vote, the millionaires at the top and their loyal backers are suddenly becoming "born again" reformers. They are pretending they are for all sorts of reforms—the Right to Vote, an ethical practices committee, increasing strike pay, and more. The very things they've spent years attacking.

It seems that after years of being called communists, anti-union, employer-backed, and more lies, now our ideas are pretty popular! That's what a healthy dose of democracy does for our union.

Here we print a bit of Teamster history, a summary of changes and rights we've lost over the years at various IBT conventions, drawn from convention minutes. The 1991 IBT Convention is our chance to win back these rights, and more; to set our union on a positive course toward the next century. But it depends on the delegates we elect now.

1940

Majority rule on strikes and contracts ended. Two-thirds rule inserted.

A local now has to notify the joint council and get the consent of the General President to go on strike.

General President's salary is \$30,000 (no multiple salaries). President Dan Tobin declares at the convention that it is too high.

1947

BAs, all previously elected, are now either elected or appointed.

1952

Local union executive boards given

authority to use mail ballots to approve contracts.

Dave Beck chosen General President.

Article 12 amended to mandate joint council approval of strike votes.

Article 3 changed to give locals the power to appoint (rather than elect) delegates to conventions.

Minimum terms for local officers raised from one to two years.

1957

James R. Hoffa chosen General President. General President can appoint area directors.

Locals' ability to opt out of master contracts weakened.

Special extra pension plan (Retirement and Family Protection Plan) established for International officers.

AFL-CIO Ethical Practices Committee Report read. Weldon Mathis moved it be struck from the record, which it was. Delegate Jeffrey Cohelan of Local 302 dissented: "The charges contained in this report are serious charges, and they deserve very careful consideration. ... If this convention is foolish enough to simply sweep this from the record or to ignore the very serious charges that have been made here, we will stand before this country, and the labor movement particularly, indicted."

1961

Article 5 changed to legitimize multiple salaries for International officers from subordinate bodies.

Article 22 changed to allow one person to hold office in more than one local, with approval of the General President.

Article 3 changed to end local elections for convention delegates.

New powers for General President regarding control of the convention and convention committees.

Article 9 amended to allow the General President (with General Executive Board approval) to dissolve any local or merge locals.

Article 9, Section 9(a) changed to give International the authority to pay legal expenses for officers.

Article 22 changed to allow local ex-

ecutive boards to designate times and places and methods of voting without membership approval.

Article 2 on election eligibility also changed to extend the two years continuous standing to include payment of dues on time each month.

Article 15, Section 7 changed so area conferences are "subject to the unqualified supervision, direction and control of the General President."

Special extra pension plan (Affiliates Plan) established to cover all BAs, and local and other officials.

1966

General President now appoints negotiating committees.

General President can intervene in local contracts and order votes by mail.

1976

Dues placed under control of International, so dues hikes become automatic rather than voted on.

One lone dissenting delegate spoke out against Frank Fitzsimmons re-election. Pete Camarata of Detroit Local 299 was beaten by goons for it.

1981

Locals with elected BAs could keep them, but new article adopted to prevent any more locals from switching to elected BAs.

New provision adopted to allow for appointment of a new General President to fill a vacancy. Provision comes in handy less than two years later, when Roy Williams goes to prison and the 17 men on the GEB meet in Arizona to select Jackie Presser in a narrow vote.

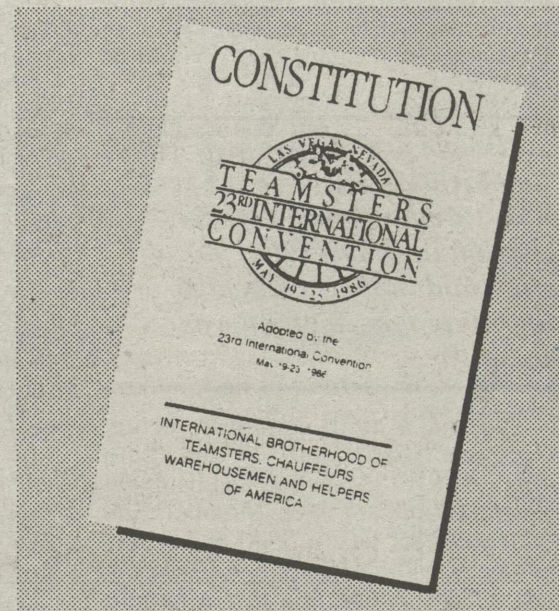
Automatic 100% cost-of-living

raises added to all International officers' salaries.

Proposal for Ethical Practices Committee shouted down vigorously on floor of convention.

1986

100,000 members petition conven-

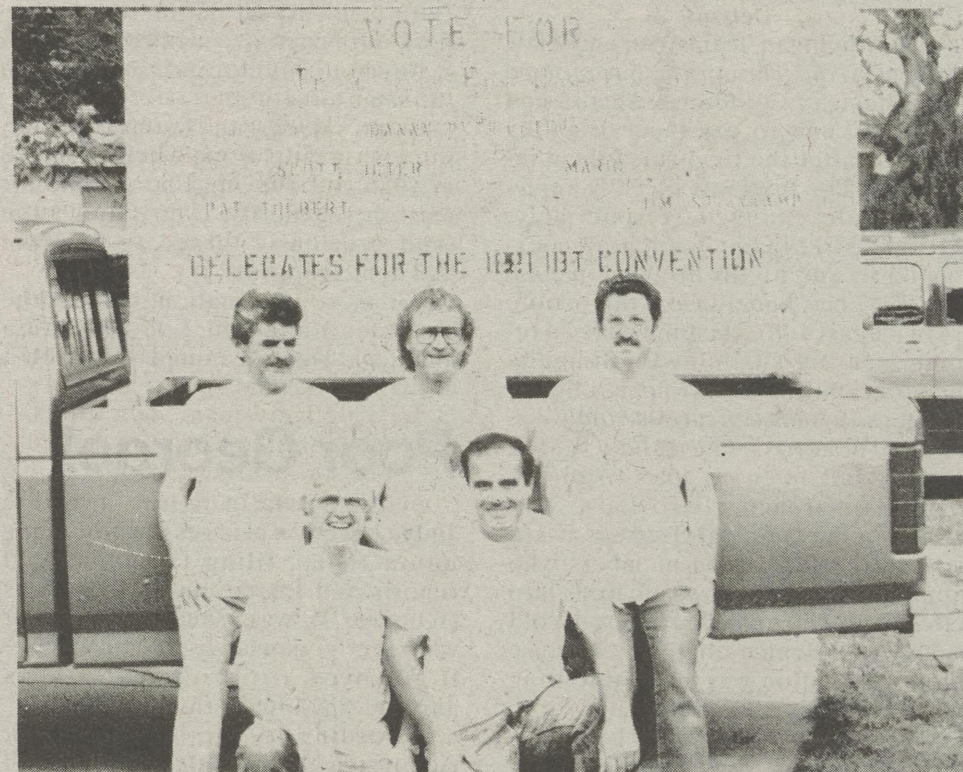


tion for "Right to Vote."

Reform delegates submit proposals for majority rule on contracts, Right to Vote for IBT officers, increasing strike benefits, and resolutions on two-tier contracts and organizing the unorganized. Mathis, Durham, and other IBT leaders vigorously denounce each and every reform. Mathis, Durham and other IBT leaders oversee spending \$900,000 on two fancy parties, and the carrying of Presser in on a sedan chair.

1991

IT'S UP TO YOU,
THE RANK AND FILE.



TEAMSTERS FOR OUR FUTURE, Orlando Local 385. "We decided to run as delegates to support the rank and file movement. We know how the principal officers voted in the past and don't feel they can be trusted to change the system." Delegates and alternates pictured: (front, l. to r.) Scott Jeter, UPS; Mario Ferenac, CF; (rear) Jim Steinkamp, UPS; Danny "Pete" Peterson, CF; Pat Tolbert, UPS.

TDU'S HISTORY

Rank and File Rebellion: Teamsters for a Democratic Union by Dan LaBotz

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PAY ATTENTION TO YOUR PENSION

Teamsters in JC 83 Fund Lose Major Health Benefits

Teamster families and retirees in the Virginia Joint Council 83 Health and Welfare Fund are taking big cuts in their benefits, even though as recently as October, trustees said the fund was in good shape. The news is creating justifiable outrage among members, who were informed in December that benefit cuts would be effective Jan. 1.

"People are really upset," said Bob Fields of Richmond Local 322. "We had a local officers election in October and our officials said in their campaign literature that the fund was sound."

The fund is multi-employer, including other participants in the South outside of JC 83, such as Teamsters at National Linen Service. Members and their families face a \$500 deductible per person for major medical expenses; a \$750 deductible for in-patient hospital expenses, per admission (formerly there was no deductible); a \$2,500 maximum on out-of-pocket expenses, per person per year (formerly the maximum was \$500), and \$5,000 per family. Also cut are all optical and dental benefits; and retirees must now pay a \$200 per month co-payment, where previously health benefits were free.

Michigan H&W Fund Forced To Pay Disabled Retirees

Martha Gruelle
TRF pension specialist
Detroit

Two Michigan Teamsters, and TDU attorney Ann Thompson, have forced the Michigan Conference Health and Welfare Fund to pay them disability benefits after the fund ruled them ineligible. The fund was illegally applying a rule changed retroactively. Other Michigan Teamsters permanently and totally disabled in 1986 and 1987 may benefit from this action.

In August 1987, the fund added a requirement for eligibility for disability benefits: no member who is eligible for pension benefits can also draw disability benefits. The fund's stated policy had been to pay disability benefits retroactively to those who qualify, once a Social Security award is received. But some members who applied before the new rule went into effect, and who qualified under the old rules, were denied eligibility because their application was held up waiting for Social Security certification.

Two such members, Lionetto Policella and John Maloney, contacted attorney Ann Thompson after their appeals had been denied. After a few letters were written, the fund backed down and agreed to pay their disability benefit. According to Mr. Policella, a 40-year Teamster, "If it

For members and families with moderate medical bills, this plan is like having no insurance at all.

"People are really upset," said Bob Fields of Richmond Local 322. "We had a local officers election in October and our officials said in their campaign literature that the fund was sound. We want more control over the money in the local. We're going to demand that rank and file members have access to the books and that officials have answers for questions about where the money went." Local 322 President Edward G. Conway III is one of the fund's trustees.

A letter mailed to members in December explained that health costs rose more quickly than expected in 1990, company closings forced members into early retirement, and the recession reduced investment earnings. In other words, the fund's union trustees, who are also bargainners in their role as local officials, left members totally unprepared for a financial downturn.

Just last summer our union negotiated with the richest Teamster employer, UPS. Instead of looking ahead and making sure employers paid the extra expense by bargaining adequate contributions, Virginia officials allowed the members' standard of living to slide.

Rank and file members are demanding the facts behind the supposedly unavoidable cuts. With the historical

wasn't for Ann shaking them up, me and John would never have got it." Both men suspect the fund agreed to pay their benefits to avoid being legally forced to contact and pay others in the same situation.

Other Michigan Teamsters who were permanently and totally disabled in 1986 and 1987 may be eligible for disability benefits, even though the fund previously turned them down and denied appeals.

For more information, contact the Teamster Rank and File Education and Legal Defense Foundation (TRF) at (313) 842-2615.

Poor George!

George Vitale, in his hearing before Judge Lacey on charges of embezzling union funds, filing false financial reports and taking employer payoffs (see page 4), was asked by his lawyer what the "personal cost to you will be" if removed from office. Vitale's answer: "my International pension."

According to Vitale, retirement now instead of in March 1992 "could mean about \$400,000 to me" from the Family Plan covering International officers.

Think how this pathetic plea for mercy would play to a jury of rank and file Teamsters.

reforms and elections in place, now is the time to turn the anger and frustration toward real change that will strengthen our union and put it in the control of the members.

"Hopefully this will get people in-

volved in the union and get delegates elected to the IBT Convention to make the changes we need. We're running delegates from Local 171," said Carl Richardson. "We've got to make the union work for us."

R.V. Durham's Pensions

R.V. Durham wants to be president of the Teamsters. He is presently in charge of bargaining the National Master Freight Agreement, including its pension provisions. He is also on record as stating that the Central States Pension Fund provides the "best benefits anywhere." The average Central States benefit for new retirees is around \$650 per month. Yet, Durham supports policies by the International that provide much different pensions for himself and other top officials. Here is what Durham is eligible to retire on today:

Family Plan

Covers International officers and employees

With a five-year average salary of \$86,529, 17 years on the International payroll, and the use of 10 of his years with

Local 391, Durham's pension = **\$54,081**

Affiliates Plan

Covers local union officers and staff

Twenty of his years with Local 391 = **\$21,986**

(Ten years are applied to the more lucrative Family Plan, above.)

Central States Plan

Covers rank and file members, and their officers

At the highest contribution rate, his 30 years at age 60 = **\$19,200**

GRAND TOTAL = \$95,267

Note: These figures based on a retirement date of Dec. 31, 1990, at age 60. Any later retirement date, increases in salaries, or increases in the pension plans will increase Durham's benefits.

Central States Pension Fund

Director Doesn't Address Demands

Aaron Belk
Local 667, Jones Truck Lines
Memphis, Tenn.

The director of the Central States Pension Fund, Ron Kubalanza, stated in a recent speech that "...the pension fund was created for one purpose—to serve the membership."

Kubalanza talked about the 1980s as a time of deregulation and companies going out of business, with thousands of Teamsters losing their jobs. He told listeners that the pension fund lost nearly 40% of its membership during the 1980s—yet pension benefits were increased six times during that same time period: they went from \$625 to \$2,000.

According to trustee reports, the fund had \$2.4 billion in total assets in 1980. Today the fund has almost \$10 billion in total assets. And using the trustees' own words, "the fund is stronger than ever."

The pension fund is strong. It earned 19% on investments in 1989 and has maintained a 16% average in-

crease for the past five years. But our pension fund director says, "everyone can't take out more benefits than they pay in." That certainly seems to hold true for the rank and file. But the trustees and top officers got increases in their special pensions. Yet we, the rank file whose money they are taking to pad their pensions, can't get any increases.

Well, that's a lot of bull. Our pension fund assets will support increases, and we need them now, before the freight contract comes up in April. The trustees know that a lot of Teamster members are waiting to retire after April 1. They are waiting to see if there will be better pensions. The trustees seem to want these Teamsters to retire before pension increases go into effect.

Maybe by doing this, the trustees and top union officials can boost their pensions even higher, since a lot of them will likely be retired after the 1991 Teamster Convention and elections are over.

GROCERY, BREWERY NEWS

Majority Rule Protects Conditions at Anheuser-Busch

Brewery Workers Reject National Contract

Steve Kindred

TDU organizer—New York

A nationwide contract proposal covering 9,044 employees of Anheuser-Busch breweries was rejected on Jan. 11 by majority rule. More than 60% of the members participated and voted 2,807 to 2,715 to send union negotiators back to the table.

Newark, N.J., Local 843 spearheaded a nationwide campaign against the concessionary agreement. TDUer and Local 843 President Gene Giacumbo told *Convoy Dispatch*, "The only reason this contract was rejected is that the rank and file finally got together, and started to communicate. That communication network has to continue and grow."

The contract expires Feb. 28, so there's plenty of time to get a good contract. To prevent another last-minute fiasco Giacumbo plans to inform the members in each plant with regular reports on negotiations.

One thing is clear—Teamster members do not need health insurance cuts from a corporation with growing sales, revenues and a return on capital that beats GM or IBM. Members also don't

need forced overtime and subcontracting out of driving jobs. Two-tier pay for "temporaries" (up to eight years) and an unworkable grievance machinery need to be upgraded.

The contract was initially revealed to locals on Dec. 6 by Brewery and Soft Drink Director David Laughton, who is also head of New Hampshire Local 633. Laughton wanted to mail out ballots on Dec. 13, before many locals would have had a chance to discuss it.

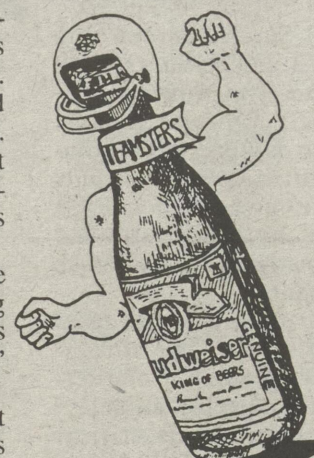
Local 843 Builds Solidarity

Local 843 attorneys Louie Nikolaidis and Paul Levy blocked the early vote, but the union denied them the chance to mail a letter to all members. Local 843 was not deterred. Giacumbo and Recording-Secretary Debra Kuffer, Trustee Gordon Roberts Jr., and member Frank Bacaro traveled to every A-B brewery with informational signs and a flyer pointing out the contract's shortcomings. Although the reception from officers varied from friendly to screaming mad, management had a uniform response that you'll never see in a "This Bud's for you" commercial.

Anheuser-Busch engaged in a coordinated strategy to deny its employees access to a viewpoint on the contract. Local 843 officers were held in guard shack against their will for an hour. People forced to leaflet in the street were encircled with management pick-up trucks. Employees taking leaflets were illegally photographed.

Giacumbo reported, "We still have several NLRB charges pending against the employer in eight regions for interfering with the members' right to discuss their contract."

Anheuser-Busch expressed regret for the rejected contract in its press release. The first thing the brewery giant should express is an apology for the shameful way it has behaved toward its employees.



"THIS BUD'S FOR US!"

N.Y. Local 707—Waldbaum's

A&P Married to Mob?

As top management of A&P denies involvement with organized crime figures, they continue to benefit from the deals these men have made for them. In New York Local 707 one member has called on James Wood, A&P's chief executive, to make good the wrongs done to the warehouse employees at the Central Islip warehouse of the company's Waldbaum subsidiary.

John Kelder, Yellow Freight driver and independent candidate for delegate, wrote to Wood in late December: "A&P's Waldbaum subsidiary is presently benefiting from a substandard contract that was not voted on by a secret ballot as required by the Teamster Constitution, of which your corporation is routinely informed in many negotiations. ... I do not claim to represent your employees, but know of their complaints and their fear from anonymous phone calls. The fear prevailing among them is a sad reflection on A&P."

After years of severe cutbacks, A&P is expanding again and buying strong local chains, like Borman's in Detroit and Waldbaum's in New York. Is it coincidence or good planning that the two locals involved, Local 337 in Detroit and Local 707 in New York, have enjoyed cozy relationships with management?

Local 707 Vice President Nick Grancio resigned in late 1989 rather than talk under oath to the court-appointed investigations officer. But he stayed on as a consultant to the union

long enough to negotiate a contract with only lump-sum increases and no secret vote. Intimidation of members was sufficient to prevent a legal challenge.

Then Grancio went to work for A&P. New York *Newsday* revealed on Nov. 9 the relationship between management, Grancio, Ralph Piccirillo and Frank Cuomo, brother of New York's governor. After the *Newsday* investigation, one A&P executive said they had severed ties with Grancio, while another praised Grancio as a "teacher." *Newsday* says Grancio is an alleged member of the Colombo crime family. Waldbaum workers report that Grancio's visits to the warehouse continue regularly.

Grancio surfaced again when the *New York Times* reported on Dec. 26 that he was involved as a management consultant for school bus companies that had "won" their contracts with New York schools on a no-bid basis.

How many pies Grancio and other officials have had their fingers in is unclear. Union officials should serve one master—members who democratically elect them. But it is clear that this situation will not be dealt with by members of the executive board, which provided Grancio with a free car on his "retirement," but failed to tell members he had already taken a lump-sum severance check.

The majority of Local 707's delegation to the IBT Convention will be officers, but members have a chance to put one fearless watchdog in their midst, John Kelder.

The Grocery Bag

Projected Industry Growth.

Food store retail sales are expected to grow by 7.7% this year, from \$380.7 billion for 1990 to \$410 billion for 1991, according to Commerce Department projections. Also, food sales increased by 14.2% over the past two years.

Southern California Grocery Contracts.

Contracts covering 300,000 union employees in the grocery industry will be renegotiated in 1991. For the Teamsters union, one of the largest negotiations will take place in September, when 15,000 Teamster members in Southern California will bargain with the Food Employers Council for a new contract. It's time for union members to get together and prepare.

UFCW Wins Safeway Strike, Gets Help From IBT Local 582.

After a 10-week walkout and organizing a successful boycott of Safeway throughout Washington state, strikers in Spokane and outlying areas defeated management's two-tier wage scheme, and a proposal that would have divided the union workforce by rejecting a company offer to exclude two-tier from the Spokane contract but maintain it for the outlying areas. Workers started returning to work just before Christmas Day.

Some 600 Safeway workers in Spokane on Oct. 14 were forced out on strike by management demands for a two-tier wage scheme. The workers, members of United Food and Commercial Workers (UFCW) Local 1439, were quickly joined by 400 fellow Safeway workers in outlying areas of the state. It was the first strike against Safeway in Washington in 30 years.

George Ragland, president of Teamster Local 582 and a TDU member, made a motion adopted by the local executive board pledging Local 582's support for the strike. The local provided hall space to the UFCW members for a strike headquarters. The following letter to the editor of *The Spokane-Review/Spokane Chronicle* was written by Brother Ragland, but was not published.

The current Safeway labor dispute in my opinion is very critical. Not just for the striking employees of Safeway, but for every employee of the retail grocery business, and other working people, organized or not.

Some intelligent working people just don't seem to understand this. They don't realize that we either hang together or hang separate when it comes to a decent standard of living. We must hang together and support this strike. Every union should at least be organizing volunteers for picket duty, and let it be known by numbers that we have already given back way too much. Every working man and woman should spend time on the picket line, because it is also our fight.

If the Safeway employees suffer the same fate of the Payless Drug employees who struck and lost, it will be another downward step for all organized labor and working people.

I have been on the picket line with some of these strikers and watched people who work for a living grin as they go by so gleefully, to stick a knife in their own back. I pity them for their ignorance. I really do.

UNITED PARCEL SERVICE

Election Officer Orders Notice to Teamsters on Campaign Rights

UPS Delays Posting to Keep Us in Dark

United Parcel Service agreed to a settlement with Election Officer Michael Holland that would notify Teamsters of their rights to conduct delegate election campaigns on company property. But as *Convoy Dispatch* went to press, the agreed-to posting at all UPS facilities nationwide still had not been posted more than six weeks after the agreement.

The vast majority of delegate elections are now in some phase of campaign activity. By agreeing to the settlement with Holland and then delaying the posting during this critical period of the campaigns, UPS is undercutting the intent of the agreement, which was to inform Teamsters of their legal rights.

Holland's Nov. 21 decision repre-

sented a big opening for UPSers and other Teamsters who are campaigning for convention delegate. The decision was in response to a protest filed by TDUR Mike Brannan, a feeder driver in Milwaukee Local 344.

Brannan and fellow UPSer Ray Muth were collecting petition signatures for IBT presidential candidate Ron Carey in the parking lot of a UPS facility in Northbrook, Ill., a northern suburb of Chicago in the jurisdiction of Local 705. They were ordered off the property by a UPS supervisor. When Brannan and Muth informed the supervisor of their legal right to reach fellow Teamsters, the supervisor called the police. Brannan and Muth left the property, but filed a protest with the Election Officer.

UPS subsequently agreed to allow campaigning on its property by all Teamsters, even if they are employed at a different UPS facility or by another Teamster employer. The settlement specifies that such Teamsters may campaign on facility parking lots, but not inside the terminals.

UPS agreed to post a notice at all of its facilities nationwide advising Teamsters of their rights to campaign. In response to Holland's decision,

Brannan said, "It's important for all Teamsters to realize that no employer should be interfering with this election process. This is a good decision and I hope that more Teamsters will get involved. This is our chance to make a difference in our union."

If your UPS facility doesn't have such a posting, or you would like a copy of this important decision, call the TDU national office in Detroit at (313) 842-2600.

Project Unity on the Move

Joe Bales-Henry

Local 90, recording secretary
Des Moines, Iowa

UPS Teamsters of Project Unity have completed the first "unofficial" compilation of the 1990-93 UPS Agreement. The idea for developing our own means of interpreting the official UPS-Teamster contract came out of the 1990 TDU Convention, as UPSers spoke of the need to educate and organize on the shop floor. The document contains the new language provided with our ballots last July.

The first compilation is of the Master Agreement and the Central Conference Supplement. New contract language is italicized for easy identification and a new table of contents has been developed that breaks down subject matter so it's easier to locate. Also, an "easy-find" contents has been added for stewards, package car drivers, feeder drivers and part timers who are looking to quickly find pertinent contract language.

All of this comes in a 90-page, 8-1/2 x 11-inch, three-ring folder. Within the year, an appendix will be added with available interpretations, references to labor law, and other relevant information UPS Teamsters need to know. "Knowledge is power," as the saying goes!

Next we will begin to work on the Southern Conference Supplement, and then on to the Atlantic Area, New England, and Western Conference. The initial phase of the project is expected to take a year. Send grievance

and arbitration decisions from your area to Project Unity c/o the TDU national office. This important and hard-to-get information will be compiled in our appendices to help members nationwide piece together the "interpretations" of our contract.

For your copy of both the Unofficial Master Agreement and Central Conference Supplement, please send your request and a donation of \$25 to TDU, P.O. Box 10128, Detroit, Mich. 48210, or call (313) 842-2600. For a copy of the Master Agreement only (without binder), please send \$10. The donation covers materials and shipping. Money collected over cost will go toward continuing the project. As it stands now, we are beginning this project with volunteer labor and spare change.

If you have a Macintosh computer, we can provide a high-density, 1.4 MB disc programmed on Microsoft Word 4.0 for \$95, or \$50 per agreement.

**NOW AVAILABLE FROM
PROJECT UNITY**

**Unofficial
Master Agreement
&
Central Conference
Supplement**

See article for details.
Order through TDU office

UPS & Downs

Where Are Our Contract Books?

A Dec. 18 memo from Al Barlow, Teamsters UPS negotiating committee chairman, to local unions explained that contract books have not been published because the union "has filed an additional unfair labor practice charge (against UPS) regarding the payment of wages to full-time employees on the progression scale prior to Aug. 1, 1990."

"You will note that UPS's final ratified offer did not address this issue and the Company now claims that full-time employees hired prior to Aug. 1, 1990 who were still in progression will receive a percentage of the frozen July 31, 1990 top rate until those employees complete their wage progression," Barlow explained.

A hearing related to this matter was scheduled for the week of Jan. 14. See article this page on "Project Unity" and the availability of unofficial contract books.

Hating Life in a Volvo-White

Creed Patrick
Local 639, feeder driver
Burtonsville, Md.

For 20 years we lived with an F Model Mack. The rough ride, noise, cold and heat was tough but everyone shared the same trucks. Then a miracle! The company got off some money and bought some MH Model Macks. After the F Model, this was a pure luxury machine suited to UPS and the drivers' needs.

The 300-5 speed performed really well and was wrapped in a good looking body that rode super, and was really comfortable. There was even room to stretch out in comfort for a nap while on your break. After eight to 10 hours in this tractor, you were not so stressed out.

Then some pencil-pusher who was never a truck driver ordered the Volvo-White. Everything the MH is, the Volvo-White isn't. I talked to other truckers with Volvo-Whites and all the cheap models have this problem, but their mechanics solved them. Burtonsville feeder drivers asked, why can't ours?

We filed a grievance under Article 18, "Unsafe Working Conditions." Management responded with a memo promising to correct most or all of the problems, and they seem to be following through. Meanwhile, we wanted to pass on our "trouble-shooter's guide" to other drivers.

First of all, it's a real ugly duckling. Climbing into it is really awkward. Because of the small second step, you either have to take a giant step, skipping the first step, or start off with your left foot, cross over with your right to the second step, and then into the truck. Then you sit in the seat and try to move it back so you can have some leg room. WRONG!! Even though there is a foot of room behind the seat, it will not slide back far enough for a six-footer.

To use the turn signal, you must first put your hand in your lap, then shove your arm forward underneath the

wheel, because your left arm and steering wheel are up against the driver's door.

Since I work at night, a good dome light is important. Well, the Volvo has an impressive looking dome light, but it is in the wrong place for doing paper work. If you are right-handed, all it does is put a giant shadow of your hand on your time card. The interior has a roomy look, but actually is very cramped. You can't take a nap on the console, like you do an MH, because of the long gear shift. And you can't drink a cup of coffee while you are driving because there are no cup holders. Even if there were, the damn thing rides so rough you'd spill it anyway.

There's no courtesy switch so you can signal other trucks. You have to use your dimmer switch, if you can find it. You have to twist your left foot up under the clutch to use it. It sits at a 45-degree angle on the side of the kick panel. I hope you don't rely on your CB to keep you awake, because you have to squelch the darn thing all the way up to get rid of the ignition noise.

This tractor is very unsafe to hook doubles. The fifth wheel is on a block that is five inches higher than the dolly. The first models came in this way. We complained but as the new trucks were built they still used the tall fifth wheel. Try hooking up to a heavy load or a very light load. You can't get under them because everyone else's fifth wheels drop them too low for the VW (Volkswagon). You have to slam under them, which is very hard on your neck, to accomplish a hook. After all the aggravation of hooking up, you have to get down into a squatting position to pull the pin. In wet weather, you get soaked from your fingers to your ear.

These are just a few of the problems. While we drive these miserable excuses for trucks, centers all around us are taking delivery on 204 Series MH Macks. Why?

CARHAUL NEWS

Members at Ryder Prepare Counter Attack

When Terrance Russel of Ryder System declared last summer that all new Ryder carhaul operations would be "non-Teamster," it didn't take a genius to see a declaration of war.

The main weapon has been Quality Auto Transport, whose drivers are leased out of Cleveland, work out of Michigan, Virginia, Georgia and Tennessee, and are represented by a bogus, crime-controlled (non-Teamster) local union in Chicago.

At the TDU Convention in October this challenge was a major item of discussion. Because QAT was awarded the new GM Saturn vehicle, members felt the public should be made aware that their cars were "Brought to you by the Chicago Mob." But it was also agreed that any element of surprise should be sacrificed to fairness by letting GM know of our feelings and general plans, because we would prefer to see this new unit successfully launched.

Since then the Carhaulers Coordinating Committee of TDU has moved ahead on both fronts. We still

hope Ryder and GM will see the light, but we are ready if they persist. Plans and materials will be available soon.

At a recent Detroit Local 299 meeting a resolution deploring the use of this exploitive carrier was passed and communicated to all concerned parties.

Local 299 Grievance to Be Heard

When QAT first opened up at the railhead in New Boston, Mich., Local 299 filed a grievance under the subcontracting clause. This was deadlocked to the national level and the employers took the position that it was not covered by the agreement. This narrow question was then taken to an arbitrator and the union prevailed, with a decision saying the case must be heard. That will now proceed probably to another deadlock and arbitration. This will end up taking three years through no fault of our union. But it absolutely demonstrates why our employers will not take the contract seriously until we fight for and win some right to strike to enforce it.

A special grievance meeting has been called for Jan. 14 to deal with all of the QAT cases and get them moving quickly.

Time to End Double Breasting

For the last two contracts we have

been told there was strengthened language on double breasting. Each time it has turned into a cruel joke. This time rank and file carhaulers must insist that all parent corporations sign

Carhaul Talks Begin

Carhaul negotiations began in a rough way for many members. Detroit Local 299 members got four days notice of their proposal meeting and attendance was predictably light. Although Oakland Local 70 had a meeting, Locals 287 and 315 did not on the short notice. The message from Ernie Tusino, IBT national carhaul chairman, that late proposals should be submitted was not posted in many terminals.

None of this is fatal since the union specifically reserves the right to add or delete proposals during negotiations and we have all seen some pretty dramatic changes in September, let alone February. Union reps are scheduled to meet on Jan. 8 and 9 in Washington to screen the proposals. An exchange of proposals with management is scheduled for Jan. 22.

Rebuilding our carhaul contract cannot wait for three years. It will not be won by clever negotiations. It will be won by presenting our employer with a rank and file that believes in its negotiating team and is prepared to act to back it up. The quick notice to submit proposals was not a good start, but it's not too late to get back on the right foot.

For the Carhaulers Coordinating Committee of TDU this means gear-

the contract and that we get the right to strike when they openly defy our contract. It won't take many strikes to return this industry to good-faith operations.

ing up to provide bulletins and information to members. This will only be possible with the support of rank and file carhaulers.

Send Union, Employers a Message

Your attendance at union meetings will send a message to your BA, your employer and the International. For our negotiators, business as usual has lead to two contracts rejected by more than 70% in 1985 and 1988. In the depths of the depression of 1982, 48.5% of the members rejected the proposed contract.

There have been important and positive leadership changes at some levels of our jurisdiction. But to rebuild the morale, confidence and backing of the members will take concrete steps showing it is not business as usual.

**Carhaul Contract
Expires June 1
PREPARE NOW
Attend Your
Local Union
Meetings**

Carhaul News

Grievance on Leaseway's 3-Hour Load Time.

It's winter again and if you think it's snowy in Detroit or Port Newark, think of Wellesley Island, N.Y., in the middle of the St. Lawrence River between the United States and Canada. Members there have prepared an excellent grievance against Leaseway's sudden declaration that load time will be limited to three hours. It notes the low percentage of hydraulic pumps that work properly and the narrower replacement lines being installed, which further slows the operation of the 20 to 30 ramps that must be moved to load these rigs. When you rush people, they take short cuts that result in fatalities and serious injuries. Anchor should think about this before it tries to make up the money its own management stole out of that terminal by squeezing its workers.

Light Duty at Anchor.

Again on the safety front, at Lansing Anchor management is forcing employees who are on workers compensation to work in the office on light duty. This is aimed at forcing people back to work early, which will just lead to more injury and damage. A grievance has been filed on this. In Master Freight, management snuck it in by practice in a few places and then wrote it in the contract. Freight Teamsters rejected that contract by 64.5% before we got majority rule. We had better do as well if carhaul employers try this one.

Freedom of Religion for Carhaulers?

In the Bay Area only two Saturdays last fall were forced work. One was on a religious holiday for some drivers and terminal managers wouldn't budge. Think about that before you take an offer to go into management—it's not good for your soul.

Warning on Fifth Wheels.

Please report any cases of improperly repaired fifth wheels. There have been several cases of trailers separating at high speed. Part of this is due to rushed maintenance and part due to overloading of equipment.

Union Busters Get Kaiser's Support

Gerald T. Gieg
Local 327, CCI
Nashville, Tenn.

QAT received the support of Janesville Auto Transit recently with an agreement to move the Saturn traffic on competitive rates out of Spring Hill, Tenn.

Brendan Kaiser, Local 579 secretary-treasurer and BA who represents the JATCO drivers, received an offer from Ryder similar to the first proposal we rejected in our last contract. He took it to the drivers for a vote. This is not surprising, because it was Kaiser who said that all carhaulers are too stupid to know a good contract after we voted the first proposal down in 1988.

Now you figure out where the stupidity lies. Ryder receives the contract for all inbound and outbound traffic (freight and carhaul) at a new General Motors plant. In order to evade the national carhaul agreement, it awards the carhaul traffic to QAT, the division Ryder set up to break the Teamster contract. QAT's problem is a lack of sufficient trucks to keep up with the traffic and we all know how GM feels about cars on a yard that are supposed to be in route to dealers.

Ernie Tusino, the union carhaul

chairman, on Oct. 17 sent a TITAN message to all carhaul locals not to enter into competitive agreements with the Saturn traffic as long as QAT is the primary carrier. "If Teamster employees of Ryder System ACD carriers are assigned to handle QAT-Saturn Traffic at less than full established rates, management should be placed on notice that Article 7, Section 1(a) of the Master Agreement will be applied." (Strike for nondisputable issue.)

Now here comes Kaiser to the rescue on his trusty steed, Running Mile, wearing what the company perceives to be a white hat. He not only rescues Ryder, he rewards them for their union-busting efforts. This flies in the face of the very principle of unionism, and this man has the nerve to question the mental capacity of carhaulers?

Every one of us has at one time or another questioned the representation we receive from our International union reps, and rightly so. Now we have a carhaul chairman who is willing to roll up his sleeves and take on a major company for their union-busting activities. Let's get behind Brother Tusino and stand firm on this issue. Let him know he's doing the right thing and he has our support.

TANK LINE, LOCAL NEWS

Southern Tank Drivers Organize for Contracts

Allen C. Hall
Louisiana Local 270
Matlack
Big John McClain
Houston Local 988
Chemical Leaman

The expiration to watch for Southern tank line Teamsters is March 1. It's time for us to organize. We have majority rule on our contract, let's use it.

Durham Dodges Charges on Musso's Prehire Deal with PTL

Members of New York Local 807 were thrown out of work when Local 641, headed by Gerolimo Musso, signed a substandard, prehire agreement with Penn Truck Lines (PTL) to handle work at the North Bergen, N.J. port. Local 807 filed appropriate charges with the International union. The charges were given extra urgency when PTL announced all 24 of its locations would have to take cuts below NMFA.

However, when the members, officers and attorneys of Local 807 arrived in Washington for the hearing on Nov. 14, they were not met by members of the General Executive Board

We, the union tank haulers in the South, are the lowest in pay, benefits and representation. Yet we have to be the best in the trade: driving, product knowledge, salesmanship, safety.

The last contract was a bad one and forced on us. Owner-operators were permitted to vote, although the contract did not pertain to them. Our officers promoted this or stood by and let it happen.

or by R.V. Durham, the IBT freight director. The IBT officials paid for three local officials to come in to hear the charges—Jerry Cook of Atlanta Local 528, whose specialty is selling out car haulers; Steve Banus of Allentown Local 773, who was a major figure in negotiating a substandard contract at Friedman's Express; and John Sullivan of Maryland Local 355.

To add injury to insult, the "panel" refused to hear the substance of the charges against Musso, insisting that it was merely a jurisdictional matter. Local 807 members are pursuing the matter further.

Drivers for Matlack in Baton Rouge and Gonzales are circulating some reasonable demands to unite around. It will take work to achieve these goals. We cannot sit around wondering what the corporations will offer. We have to go forward, and have the courage to be union members.

Many of our IBT officials, including many local officials, are more businessmen than union leaders, putting private gain first. Many consider our union a family business. Jerry Cook of Atlanta Local 528 is one of them. He negotiates for us but cannot even organize the non-union Matlack terminal in his own local's jurisdiction.

They are doing nothing while the companies act like UPS to play divide-and-conquer. Chemical Leaman supervisors call union members into the office for a talk about the financial hardship of the corporation. Also Chemical is following the footsteps of Youngerman Bros. Tank Line, to try to

Chattanooga Local 515

Logan Loses Dues Surcharge Vote, Again!

If someone had told Bobby Logan six months ago that he would soon be reeling from a political defeat, in not one but two votes by the membership, he would have laughed all the way to Atlantic City, the Bahamas, or wherever his next junket happened to be. After all, for as long as anyone in Chattanooga, Tenn., Local 515 could remember, President Logan had run his local with an iron hand, which few had dared challenge, and none had successfully beaten. But that's all changed now.

By a vote of 196 to 140 the membership of Local 515 on Oct. 14 rejected a proposed dues surcharge that Logan had requested. At the meeting, speaker after speaker rose to complain about poor representation, declining union membership and influence, and the unresponsiveness of the union hall to the members' needs. But instead of listening to his membership as a good union leader should, Logan attempted to back them down as he had so many times before.

He scheduled a second vote less than a month later, and conducted what was probably his most intensive organizing campaign in years to turn out his supporters to approve the surcharge. But rank and file members distributed more than 1,000 flyers opposing the surcharge, and made the second vote an even stronger rejection, with Logan losing 284 to 216.

This political defeat for Logan has dramatically increased the chances that Local 515 will send rank and file delegates to the upcoming IBT Convention in Orlando, Fla. Following the second dues surcharge vote, the Rank and File Slate for Ron Carey,

sell the trucks to the drivers, and break down the union.

To win, it will be up to the members to do the job. Request stewards meetings to discuss the contract and keep the information flowing. Get informed and help inform others. Push your local officers to support your efforts.

We must above all promote communication and coordination among all tank line drivers, not division and rumors.

United we can win. We can win without a strike. If a strike becomes necessary, we will have to strike to win, with roving pickets to all company facilities nationwide. Teamsters have a legal right to respect those lines.

This kind of determination will show the company we are finished with concessions. Don't surrender with a whimper. If we lose, let's lose like vikings, not like whipped dogs. Together we can win.

Delegate Election Another Step Toward Democracy in N.J. Local 560

At the delegate nominations Dec. 16 in New Jersey Local 560, the majority of the executive board proved unable to break from the past, leading to charges and a spirited challenge in the delegate elections.

First, the executive board demanded absolute obedience to the policies of the Teamsters for Liberty organization, representing the forces in the local that had brought government trusteeship down upon it by ignoring corruption.

Recording Secretary and business agent Al Vallee declined to bow and so was excluded from the slate. He will be joined on a slate with five members of Teamsters for Teamsters, an organization designed to move the local into the future rather than rehashing the past.

At the nominations meeting, former business agent Carmine Pizzuto was pushed, shoved and elbowed by a group of TFL loyalists. Internal union charges will be heard Jan. 10.

Hyman Knows the Art of Hiding Profit

continued from page 6

200% increase in revenue, the increased profits would never be shown on the corporation's bottom line as net profit. Hyman Freightways is a family owned "close," or Subchapter S, corporation.

This type of corporation avoids paying much corporate income tax because it takes its profits out of the corporate income by leasing the buildings and other assets directly from its corporate officers who hold these "inner" businesses as separate entities. They also can pay fees to themselves out of the corporate cash flow for "specialized" services and/or pay any amount in bonuses to the officers. All of this profiteering from the business itself is charged against revenues as operating costs to lower net operating income. But when they "show" no operating profit (usually a loss), they hold labor as the culprit. They take from one pocket and put it in the other, show us the empty pocket and laugh all the way to the bank.

Congress originally permitted Subchapter S incorporation to grant relief to the investor from the "terrible burden" of double taxation. This could have been achieved simply by not taxing corporate dividends paid to individuals. However, the effect that it had was to decrease, by half, the taxes of the very wealthy investor while forcing the laboring man to bargain for his pay on the basis of a totally fraudulent representation of profits. The government, on the other hand, keeps raising workers' taxes to make up for the taxes lost due to concessions made to the self-elected financial "elite" of our society.

As the expiration of the current NMFA approaches, Teamsters should take another look at the concessions we've given over the years. Where have they gotten us? What kind of position has it put us in to organize the scab truck lines? Who benefited from the "profit-sharing" givebacks: Teamster members and our union, or a few businessmen?

composed of workers from the local's three largest jurisdictions—freight, construction and manufacturing—hit the ground running.

Both Charlie Helton, who works for Roadway Express and was the leader of the anti-dues surcharge effort, and John L. Lewis, from Vulcan Materials, are running for the two delegate spots. Robert L. Morgan, a driver with the Tennessee Valley Authority (TVA), is running for alternate.

Said Helton, "The Rank and File Slate for Ron Carey is seeking the votes of Local 515 members so we can go to Orlando next June to make changes at the International level, which will make it easier for us to make changes here at home."

Former Local 515 business agent Ed Guffy, who led a reform slate against Logan in the last local union elections, said, "This is probably the best opportunity the members of Local 515 will ever have to get and maintain a voice in their local union's affairs."

Lewis and Morgan ran on the Guffy slate, which narrowly missed taking office.



THE RANK & FILE SLATE FOR RON CAREY. Chattanooga Local 515 members Charlie Helton, Roadway, and John L. Lewis, Vulcan Materials, are campaigning hard to represent the rank and file as delegates to the IBT Convention. Not pictured, Robert L. Morgan, TVA.

LETTERS FROM OUR MEMBERS

Letter to CF on Freight Contract

The following letter was written to Raymond F. O'Brien, chairman of Consolidated Freightways Inc.

Your letter dated Sept. 19, 1990, "Dear Fellow Employee," has a disturbing note to it in the sixth paragraph. Maybe it wasn't an error on your part before you left CF, but someone forgot to sign a contract with Con-Way Eastern Express back in 1988. I'm wondering why it took the union over two years to strike. And yet you're saying that the "Teamsters union began a strike against CEX without any prior notice."

Let me state, before I go any further, Mr. O'Brien, that I personally am glad to see you, Frank Leach and Don Moffitt back at the helm of CF again. Let me state also that there have been some significant changes taking place in the Teamsters while you were gone.

You know about our movement toward a more democratic union. I'm sure you are aware of the government intervention that has given us a right to vote for our next IBT president. What you may have missed is the groundswell of rank and file members of the Teamsters that are getting behind this new age of unionism. You think I'm jesting? Witness the fact that earlier this year, in only seven weeks, Ron Carey's campaign for IBT president collected over 51,000 signatures to become the first accredited candidate. I hope you know who Ron Carey is, because he will be the man across the table in future negotiations.

I know that your continued number of statements about the closing of CEX is a form of intimidation. It will have its desired effect on many. The effect on real Teamsters is that we realize we must not lower ourselves voluntarily to the wage and conditions that corporate America would have us at. The 1990s are the "Wake up the Union Giant" years, to hold firm and pull others up to our level. No more going backwards. Teamsters are taking a new pride. We are taking control of our destiny by voting ourselves to the IBT Convention. Thereafter, we are voting the good old boys out that you have been accustomed to dealing sweetheart contracts with. Yes, a lot has happened while you were gone, Mr. O'Brien.

Fred Veregge
Local 245, CF
Springfield, Mo.

Ideas for Pension Reform

My suggestions for pension reform are as follows: change the required vesting service from 10 to five service credits. If a member loses his Teamster job before qualifying for retirement and can't find another

Teamster job, the member should be allowed to take some of the contributions with him to another employer retirement plan. Eliminate the two-year break-in-service penalty now used in calculating eligibility.

I feel that times have changed since deregulation. It isn't very likely that you can count on a Teamster job for 25 to 30 years if you start now. I realize the big push on reform is to take care of the present 25-to-30-year guys, but don't forget there are a good number of "newcomers" that should be considered in reform, too.

Gary L. Burt
Local 17, Emery Worldwide
Morrison, Colo.

Remember Retirees

Let's get more on retirees' pension checks. The ones that started the ball rolling haven't been remembered in our monthly checks.

George Franko
Local 299, retired
Port Orange, Fla.

Upgrade Current Retirees' Pensions

We would like Teamsters to think about the members who are retired because one of these days they will be in our shoes. Everybody wants to give more money to the ones who will be retiring in the future—how about the ones now on pensions? Our utilities, food, gas and everything keeps going up but we never get a cost-of-living raise in our monthly pension. We worked for 25 or 30 or more years. Doesn't that count for something? Why not make the top pension payment \$1,500? After all, we are all Teamsters. It is not fair for one to get \$500 and another to get \$1,000 or more. We all work for the same thing—retirement.

Joe Bednarz
Al Brain
Ken Brain
Ira Pope
Robert Rodgers
Local 407 retirees
Cleveland

Union Official Votes Against His Own Member

After 25 years as a member of Local 208, the union and Joint Council 42 of the Western Conference refused to allow me to exercise my rights as a member: the right to arbitration.

After a job injury, Pacific Motor Trucking refused to allow me to return to work because the third doctor falsified her report to support the company's decision. The union was grossly negligent by failing to have PMT follow proper contractual procedures. It was negligent in not demanding the original company doctor's release for me to return to

work.

My grievance was heard three times. Each time it deadlocked. The executive session met and a 3-1 vote was cast, favoring the company. The committee consisted of two company members and two union officials. Instead of continuing the deadlock and referring the grievance to an arbitrator, one of the union officials voted against me in favor of the company.

The company has refused to pay any medical expenses, workers compensation or pay into the pension fund. The grievance has been in litigation for two years.

Due to financial problems, I have been forced into early retirement.

Alton Williams
Local 208, Pacific Motor Trucking
Los Angeles

Carey's Climb a Team Effort

I would like to personally thank and applaud each and every member for having the guts and the drive to fight for all of us—to bring this union back to the rank and file. And sometimes it might not get said enough, but I also deeply appreciate the spouses and families that support them.

Right now Ron Carey is climbing that rope hanging from the gym ceiling. At the top is a democratic union, but also at the top are the undemocratic union leaders. People have talked about the critical moment. Well, this is it.

As Ron holds onto that rope, his hands get a little burnt. What comes to mind is a vision of all of you climbing that rope and pushing Ron to the top. The closer we get, the harder we have to hold on and the harder we have to pull up and push, for we are destined to be a democratic union.

Richard A. Gebhardt
Local 741, Northwest Transport
Seattle

End Light Duty in Master Freight

The contract should not allow employers to make employees pay for any damage from actions they call negligent, or for any other reason. The employers should not be able to make employees work on a compatible job while recuperating from an illness or an accident.

Ralph W. Merritt
Local 414, CF
Hicksville, Ohio

Freight Demands From South

I would like to see TDU help the Southern Conference to get company seniority for the men that are working at freight lines. Stop companies from hiring people off the street on preferred jobs before offer-

ing these jobs to regular employees. I would like to see our wildcat strike reinstated. Also, I would like to see all casual employees hired from the union referral hall with union recommendations.

Perry Chris Lawson
Local 728, Carolina Freight
Jackson, Ga.

RON CAREY VIDEO

Ron Carey, reform candidate for Teamster General President, outlines his plans for our union's future in this 30-minute video, produced by LaborBeat Productions. Carey speaks on pensions, the recent UPS contract, fighting corruption, and more in an address to the 1990 TDU Convention.

\$15. Order from TDU, P.O. Box 10128, Detroit, Mich. 48210. Be sure to include your full address and zip code.

TDU Meets

Atlanta Area

Saturday, Feb. 2
7:30 p.m.
College Park Fire Dept.
Sullivan Road
College Park, Ga.

Denver Area

Saturday, Jan. 26
4 p.m. to 6 p.m.
Thornton Mobile Estates
3600 East 88th Ave.
Thornton, Colo.

Memphis

Tuesday, Feb. 5
7 p.m.
Shoney's Restaurant
Elvis Presley Blvd. &
Winchester Rd., Memphis

San Francisco

Saturday, Feb. 9
10 a.m. to noon
Potrero Hill Neighborhood
House
953 DeHaro St. at Southern
Heights Ave., San Francisco

East Bay Chapter

Saturday, Feb. 2
Call: (415) 653-3865

Southern California

Sunday, Feb. 3
10 a.m. to noon
Covina Bowl
1060 W. San Bernardino Rd.
(1 block west of Azusa Ave.)
Covina, Calif.

St. Louis

Sunday, Jan. 20
Noon
AMVETS Post #88
8449 N. Broadway, St. Louis

NEVER AGAIN!



The 1986 Teamster Convention Was a Big Party, Paid for by the Rank and File.

- In 1986, union officials automatically became delegates to the Teamster Convention. They held lavish parties, such as the one sponsored by the Eastern Conference at Caesar's Palace where Jackie Presser was carried in on a sedan chair. Approximately \$900,000 of your dues money was used to pay for just two of these parties.
- Presser was elected to "lead" our union. Motions for the Right to Vote, majority rule on contract votes, to limit officers' salaries and increase strike benefits were **all voted down**.

The 1991 Teamster Convention Can Be Different.

- All delegates will be elected by the rank and file in supervised elections.
- Teamster President and General Executive Board candidates will be nominated at the convention. A general election will be held following the convention, with all members given the chance to vote for our top officers.
- The delegates you elect to the convention can change the Teamster Constitution to strengthen our union and make it responsible to the members.

What You Can Do Now

Elections are being held now in all locals. Nominate and elect delegates committed to the Ron Carey Slate and to genuine reform in our union.

WARNING: Do Not Be Fooled By Imposters. Some officers are now claiming to be for the Right to Vote, an ethical practices committee, and to be "open minded" on who they will support for IBT president. Many of these officers are the exact same people who backed Presser and opposed every one of these reforms. Vote for the real reformers, not the imposters.